

THE WORKER

OSHA

THE

General Motors Hiring

First New Hiring Since 1985



CAW LOCAL 222

Volume 54 • Number 2 • February 1995

Seniority Rights

By Moe Bryan
Oshaworker Editor

E DITORIAL



SENIORITY IS THE MOTHERHOOD ISSUE OF Unions since the beginning of the first contracts ever negotiated. In 1937, there were only 10 demands brought forward to GM and seniority rights were one of the key demands of the day. Today, your right to job selection, your right to transfer to a different department, your order of layoff and recall, your ability to receive a pension and your ability to apply and receive a \$35,000 Document 12 Incentive package, etc., are all based on this primary right of trade unionism — seniority!

When employees are laid off out of line of seniority, we file grievances. When transfers are honoured out of line of seniority, we file grievances. We protect an employee's seniority rights. We trust our Union representatives will never break this sacred vow of the collective agreements — seniority, as it is the most respected right that unionized workers possess to counter favouritism and deals with the Corporation.

Sadly what has occurred recently violates this very sacred Union principle. What makes it worse, the very people in place to ensure our seniority rights do not get violated, were the ones involved in this corruption. Three individuals: Sutherland and Taylor (District Committeeperson) and Adams (Car Plant Chair-

person) will receive the \$35,000 bonus in addition to their regular pension.

This is a flagrant violation of seniority rights. Hundreds upon hundreds of employees in GM who want the \$35,000 incentive and can't get it, possess greater seniority than Sutherland (32.9), Adams (31.2) and Taylor (30 years this March 1/95). This is the ultimate slap-in-the-face our senior members could have ever received. Nothing

is more corrupt than Union officials abusing their elected office to enrich themselves at the expense of the workers they were to represent.

Since the start of social unionism, ideals and good sound beliefs that were to benefit all who embraced those principles, were being preached by unions and their leaders. As governments are cutting social programs and corporations are mean and lean-

ing the workers' jobs and rights, it was still the hope that the Union would not turn its back against the workers. With this latest act of corruption and misuse of elected position, one need not wonder why it is so hard to maintain a strong belief that unions are still in existence today to serve and protect their members. ♣

*"we trust our
Union representatives
will never break
this sacred vow of
the collective agreements
— seniority"*

Change Of Address

Fill in and return to
Local 222, CAW,
1425 Phillip Murray Ave.,
Oshawa, Ontario L1J 8L4

Effective Date _____ Plant No. _____ Serial No. _____

Name _____

Street No. _____

Apt. No. _____ City _____ Postal Code _____

☐ Active Member

☐ Retired Member

☐ Surviving Spouse

THE OSHAWORKER

The **Oshaworker** is published by Local 222 of the National Automobile, Aerospace and Agricultural Implement Workers' Union of Canada (CAW-Canada), 1425 Phillip Murray Avenue, Oshawa, Ontario. Affiliated with the Canadian Labour Congress.

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. The **Oshaworker** reserves the right to edit material submitted.



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The Reason Why!

By John Kovacs
President

RIGHT AFTER THE HOLIDAY season, General Motors placed an advertisement in the media about hiring workers for assembly line operations in Oshawa. As you know over 26 thousand people lined up in the bitter cold to put in an application for a possible job. The next fair question would be, "What job?" At the December 14th Master Meeting, top company officials vehemently denied any possible third shift start up for the Car Assembly Plants in Oshawa. A quick look at the retirement eligibility list shows that a little over 400 people in Oshawa have over 30 years and therefore are eligible to retire with full pension. It does not mean all 400 will retire. You cannot be forced out until you reach age 65. So the next fair question is, "Why did General Motors put on this big show with the hiring project?" Why go to the media when there isn't any possibility that even one percent of those who lined up will be hired?

I can only think of one reason. GM wanted to show its present work force how fortunate they are to have a job. I still say it was very cruel to have people spend thousands of dollars to fly in from Alberta and Vancouver, on the high hopes that they will be hired by GM in the near future. Somebody in the Ivory Towers took a calculated guess that it would help the image of the corporation. It was a huge mistake. I listened to and read five different editorial comments on the GM hiring blitz. I did not hear or see one which was complimentary to GM, in fact, all of them were critical. We all learn from our mistakes. I hope GM learned from this.

The 100 Hours Overtime

Prior to Christmas, Human Resources and Development Minister Lloyd Axworthy, in conjunction with the CLC, released a report on the recommended annual cap on overtime for industrialized workers in Canada. Shortly after this release, I was contacted by several reporters from all

the major newspapers. My comments were identical, but some chose not to report my statement. This is what I said: "It sounds very good but we cannot be hypocrites on this subject. How can we talk about limited overtime on one hand and at the same time sign an agreement on mandatory overtime. It does not work that way."

I also stated that the CAW National Executive Board supports the principles

"Why did General Motors put on this big show with the hiring project?"

set out by the "Working Time Advisory Group", but they were also very clear that any final decision rests with our membership. In their report released on December 20th, 1994, the fifth paragraph states that before we can fully endorse the reduced working time, we should standardize the 40 hour work week with any hours over 40 to be strictly voluntary all across Canada. I received some phone calls mostly from our skilled trades members and I wanted all of you to understand my position.

REPORT President's



United Way Reached Its Goal

As most of you know, I co-chaired the 1994 United Way Campaign with Pauline Laing, who is Director of Education for the Durham Board of Education. The goal was 3.2 million dollars and with your help this goal was met recently. In our community the efforts of 2,000 volunteers went a long way to raise this significant amount which supports 40 agencies and in turn benefits over 80,000 people in our community. This campaign was about people reaching out to help people. If the life of one person is improved, it was worthwhile.

The assistance provided through our donations to the United Way is the greatest investment we can make within our community. To all of you who gave — Thank you.

Cliff Mills Retirement

Brother Phillip Pitcher, a mechanic with Cliff Mills Motors retired as of January 1st, 1995, with 31 years of service.

Continued on page 4



BROTHER PITCHER'S RETIREMENT: From left to right, CAW Local 222 President John Kovacs, Committee person Nat Moore, Phillip Pitcher, and Frank Wannacott of Cliff Mills Motors.

Lack Of Action Was Wrong

By Dave Broadbent
Secretary-Treasurer

R *REPORT* Secretary-Treasurer's



IT IS WITH SOME DISMAY I WRITE THIS COLUMN concerning the Auto Workers (Oshawa) Credit Union Ltd.

As a long-time member of the Credit Union and a former member of the board of directors for 10 years, I feel the lack of action by the Credit Union in not informing the members of a major loss on a single investment of \$10.6 million in Confederation Life was badly handled. It was not until the article in the *Toronto Star* on November 24, 1994 did they notify the membership, even though they knew about the Confederation Life situation back in August.

Why they would invest \$10.6 million of the members' money in one single investment is beyond me. Because of the article in the *Toronto Star* the general manager, Ed Sarnecki, requested a meeting with John Kovacs and myself. At this meeting John and I both asked that they call a special membership meeting in December or as soon as possible in the new year. As of January 18, 1995 this has not been done. We also asked why, when they knew back in August about this bad investment, why they did not inform the members

and it was only because of the *Toronto Star* article that they did so. He agreed it was the *Toronto Star* article that made them decide to do so because of the effect it might have on the Credit Union, and they were waiting for more information.

Personally I think their lack of action was wrong. I do not think they should have waited till someone on the outside broke the news to us.

The possible loss of \$10.6 million will not close the Credit Union but it may cause us as members to have more equity on deposit, higher service fees, lower rates on accounts, but one thing it should not do is affect the employees of the Credit Union through reduction of staff or their hours.

The people who should answer to this are the ones who made the decisions in the investment and in not notifying the membership back in August or September.

In closing I would like to thank everyone who took part in the demonstration at Ivan Grose's office over the proposed cuts to our social programs. A job well done by the Political Education Committee. ♣

The Reason Why!

President's Report — continued from page 3

On behalf of Local 222, I presented Brother Pitcher an engraved clock barometer. In the picture within my article you see Brother Pitcher, behind him is Matt Moore, his committeeman, and Frank Wannacott (owner of Cliff Mills). I want to wish Brother Pitcher a long, happy and healthy retirement.

Closing Message

Back in 1984, I wrote an article called "A Message for All of Us". It was published in the February 16th issue when our paper was a bi-weekly publication. I was an in-plant SUB Representative at that time. With the Shop Committee elections less than two months away, I would like to quote from that article and this quotation is from Plato, the brilliant Greek Philosopher, who lived 400 years before Christ.

"...Life in society requires the concession of some part of the individual's sovereignty to the common order and ultimately the norm of conduct becomes the welfare of the group. Nature's judgement is always final, a group survives, in competition or conflict with another group, according to its unity and power, according to the ability of its members to cooperate for common ends." ♣

CAW Retiree's Elections

Positions open for
**President, Vice-President,
Secretary-Treasurer,
Sergeant-At-Arms, Trustees
and Member at Large**

To be held on
Monday, March 6, 1995
CAW Retirees Regular Meeting

Elections for
Standing Committees
to be held on Monday, April 3, 1995
Recreation, Sick & Visiting, Etc.

**Please mark your calendar
Plan to attend**

Our Monthly Meetings are held
on the first Monday of the month
at 1:00 pm.

CAW Local 222 Financial Report

Covering the Month of December, 1994

Total Receipts	\$1,000,170.12
Total Expense	842,476.51
Surplus	\$157,693.61

C.A.W Local 222 Balance Sheet As At 12/31/94

ASSETS

CURRENT ASSETS

Cash	10,191.08
Bank	717,868.35
Total Bank	717,868.35
Deposit — AWCU	39,183.35
Due from Dental Centre	178,958.25
Mortgage Receivable	247,881.08
Dominion of Canada Bonds	12,000.00
Short Term Investments	783,945.29
TOTAL CURRENT ASSETS	1,990,027.40

Fixed Assets

Land and Buildings	3,242,093.00
Equipment	86,022.02
Total: Fixed Assets	3,328,115.02

TOTAL ASSETS **5,318,142.42**

LIABILITIES

CURRENT LIABILITIES

Accrued Liabilities	603,670.58
UI Payable	230.81
UI Payable — Lost Time	1,848.35
CPP Payable	26.62
CPP Payable — Lost Time	1,060.92
Income Tax Payable	5,749.87
Income Tax Payable — Lost Time	9,015.47
Receiver General Payable	17,932.04
EHT Payable	2,019.09
Union Dues Payable	1,149.02
AWCU	-908.43
Charitable Deductions	2,411.45
Retired Members Fund	30,950.68
TOTAL CURRENT LIABILITIES	657,224.43

TOTAL LIABILITIES **657,224.43**

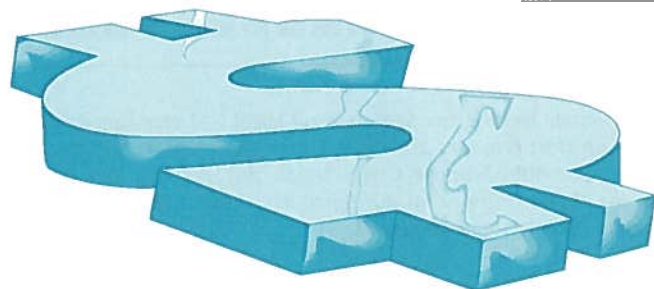
EQUITY

NET ASSETS

Net Assets	4,034,309.81
Surplus	626,608.18
TOTAL NET ASSETS	4,660,917.99

TOTAL EQUITY **4,660,917.99**

LIABILITIES AND EQUITY **5,318,142.42**



C.A.W Local 222 Income Statement 12/1/94 to 12/31/94

REVENUE

INCOME

Membership Dues	977,079.53
Initiations	590.00
Oshawa Area Skilled Trades	12.43
S.U.B. Receipts	4,402.05
Hall Maintenance	2,533.25
Staff Wage Recoveries	3,131.37
Miscellaneous Collections	1,632.00
Oshaworker	2,953.25
Rent	6,254.20
Soft Drinks and Vending	731.25
Telephone Income	850.79

TOTAL REVENUE **1,000,170.12**

TOTAL REVENUE **1,000,170.12**

EXPENSE

OFFICE AND BUILDING

Employee Salaries	64,006.00
UI Expense	3,772.86
CPP Expense	1,524.23
EHT Expense	2,900.14
Other Benefits	20,412.49

Employee Benefits and Insurance	28,609.72
Hall Expenses	3,099.93
Insurance	6,947.64
Miscellaneous purchases and jackets	4,530.02
Building Maintenance	11,923.17
Soft drinks and vending	286.76
Telephone	7,244.46
Office Supplies and General Expense	24,009.31
Officers Expense	742.17
Professional	42,595.00

Total Office and Building **193,994.18**

ORGANIZATIONAL

Per Capita - Ont. Fed. of Labour	4,321.94
Per Capita - Durham Labour Council ..	828.41
Per Capita - Northumberland Council ..	12.30
Per Capita - GM Intra Corp Council	1,358.81
Per Capita - CAW Assessment	420,780.11
Per Capita - CAW Council	8,016.70

Total Per Capita **435,318.27**

Lost Time: Wages and Benefits **82,470.90**

Lost Time Expenses M&E&H **51,085.72**

Lost Time Expenses - Hotels **12,342.68**

Lost Time Expenses **63,428.40**

Misc. Election Costs **1,423.25**

Education **1,300.00**

Investors Grp Trust-Staff Pensions **3,877.60**

Orientation **285.55**

Oshaworker - Printing **24638.42**

Oshaworker - Postage **9524.33**

Total Oshaworker **34,162.75**

Publicity **1,166.69**

Recreation **-650.21**

Refunds **879.48**

Strike fund **66.33**

Welfare and donations **24,728.52**

Skilled Trades **24.80**

Total Organizational **648,482.33**

TOTAL EXPENSE **842,476.51**

NET INCOME **157,693.61**

NOTICE OF ELECTION

General Motors Unit

for

One (1) G.M. Shop Committee Chairperson

One (1) Truck Plant Area Chairperson

One (1) Car Plant Area Chairperson

One (1) Fab. & Battery Area Chairperson

One (1) Skilled Trades Area Chairperson

Thirteen (13) District Committeepersons

Districts #1 - #13

Two (2) Insurance Representatives — Plurality Vote

One (1) Alternate Insurance Representative

Two (2) S.U.B. Representatives — Plurality Vote

One (1) Alternate S.U.B. Representative

Two (2) Counsellors — Plurality Vote

One (1) Truck Plant Area Human Rights Representative

One (1) Car Plant Area Human Rights Representative

One (1) Fab. Plant Area Human Rights Representative

One (1) Human Rights Co-ordinator — Plant Wide

One (1) Employment Equity Representative

Two (2) Employment Equity Female Advocates — Plurality Vote

One (1) Pre-Retirement Counsellor

One (1) Pension Representative

One (1) Alternate Pension Representative

One (1) Fab. Plant Placement Co-ordinator

One (1) Health & Safety Representative Co-ordinator — Plant Wide

TRUCK PLANT - Districts #1, #10, #11, #12 and #13:

One (1) Truck Plant Health & Safety Representative
Steady Shift & Shift #1

One (1) Truck Plant Health & Safety Representative
Steady Shift & Shift #2

One (1) Alternate Truck Plant Health & Safety Representative

FABRICATION PLANT - Districts #8, #9, #10 and #12:

Two (2) Fab Plant Health & Safety Representatives — Plurality Vote

One (1) Alternate Fab. Plant Health & Safety Representative

CAR PLANT - Districts #2, #3, #4, #7, #10 and #12:

One (1) Car Plant Health & Safety Representative
Steady Shift & Shift #1

One (1) Car Plant Health & Safety Representative
Steady Shift & Shift #2

One (1) Alternate Car Plant Health & Safety Representative

CAR PLANT - Districts #5, #6, #10 and #12:

One (1) Car Plant Health & Safety Representative
Steady Shift & Shift #1

One (1) Car Plant Health & Safety Representative
Steady Shift & Shift #2

One (1) Alternate Car Plant Health & Safety Representative

SKILLED TRADES - District #10 and #12:

One (1) Skilled Trades Health & Safety Representative

One (1) Alternate Skilled Trades Health & Safety Representative

A CANDIDATE MAY STAND FOR ONLY ONE POSITION IN THIS ELECTION AND MUST WORK IN SAID AREA.

All members in good standing, working within the G.M. Unit, stand nominated and have from **10:00 a.m. on Monday, January 30th, 1995**, until **10:00 a.m. on Monday, February 6th, 1995**, to declare by written notice on cards available at the CAW Hall 1425 Phillip Murray Avenue, Oshawa, their intention to stand for any one of the above positions.

The election for these positions will take place on **Tuesday, March 7th, 1995**. A run-off election, if necessary, will be held on **Tuesday, March 21st, 1995**.

ATTENTION ALL CANDIDATES!

Next month's *Oshaworker* will carry a special election report. Please submit a picture of yourself along with a biography **OF 50 WORDS OR LESS** no later than **FEBRUARY 10, 1995**



We are pleased to announce:

We have again been chosen to provide Income Tax Service to all Local 222 members at the Union Hall. Services for the season start February 20, 1995. Weekdays 9 a.m. to 5 p.m.. Because of space limitations at the Auto Workers Credit Union this year we will offer services for their members at the Union Hall and at our office at 5 Bond Street West. All discounts offered to Credit Union members will be offered.

Call 905-723-3113

A Journey Of Vision And Hope

By John P. Caines
Chairperson GM Shop Committee

R *Plant*
Chairperson's
REPORT



WHEN I BEGAN THIS JOURNEY in March 1992, along with the majority of you the membership, the intent was to create an infusion of new thinking while clinging to some of the historic past. The challenge was going to be difficult as we had to reverse Detroit's thinking about where the Oshawa Union and Labour Relations were headed. It was not good from Detroit's perspective. Oshawa was not considered able to be part of the GM of tomorrow and the job of dismantling the GM Oshawa operations had begun with a potential decision of Plant #2 in the Car Assembly Plants being shut down permanently just about completed.

Our first task was to get GM to reverse that decision. There were some difficult decisions to deal with. One of those which was probably the hardest was how to reach schedule attainment (daily count off end of lines). Plant #2 hadn't been able to do this no matter how hard they tried and Plant #1 could only do it a third of the time. The solution, although not a popular one, was mandatory overtime. No one on the Union's Top Committee liked the idea, myself included. However, as I graphically pointed out, it was better to reach an accord on this, rather than announce to approximately 4,000 of our members they no longer had jobs in GM. As well, Plant #1 was also heading for the chopping block.

I felt it was incumbent upon us not to let this happen. After a couple of

membership meetings, the overwhelming majority of you, who recognized this quest supported it. Since that point in time, there have been certain supervisors who have deliberately played games with our members over this. They have been spanked by upper management but some continue to play.

We worked hard to change Detroit's views about Oshawa and Plants #1 and #2 were spared from the axe.

"we had to reverse Detroit's thinking about where the Oshawa Union and Labour Relations were headed"

We went further to develop a stronger relationship by developing the EDGE Program (Education, Development, GM/CAW, Employability) and to date over 3,700 of our members have enrolled. What a success story. We continued discussions to bring additional employment to Oshawa and it paid off. We reached an agreement to add a third shift in the Truck Plant. Up to 1,000 new jobs were created including spin offs re. Fab. Plant and Trades, etc.

At the same time recognizing we had a number of members, a couple of thousand to be exact, eligible to retire and who wanted to retire. I, along with members of our Committee, put out the call to develop a pension incentive. Although it had never been done with the hourly work force, after six months of hard work, the Company agreed to it. We were going to be allowed up to 650 members to retire with a \$15,000 pension incentive. It was our intent to improve upon this incentive during negotiations in 1993. This was going to save our younger members from hitting the

streets. As a consequence of this, almost 2,000 members retired. This not only meant our members retired with dignity but all members in Oshawa had more job security including the Fab Plant.

This required a lot of hard work, imagination and courage and as a result today, we have additionally hired 2,000 preferential employees from Scarborough, St. Catharines and Windsor.

Further, there are an estimated 25,000 new applications for people wanting jobs in Oshawa. I don't think it is possible to accommodate all of them, but I am intent on getting GM to continue the hiring program by putting on a third shift in both Oshawa Car Plants. This would make them more competitive in bids to bring more work into our Fabrication Plants and to expand our pension incentive program so those who want to retire can. We need the vision and courage in our convictions to move ahead and give those who want jobs (your sons, daughters, family and friends) the opportunity to get those jobs. It is good for all of us, our families and communities. We must push forward. We must put politics behind us. We must have unity to achieve this.

In Conclusion

Since my early years of involvement in the Trade Union movement, I always had an aspiration to be a top Union leader and all during my years of involvement, I followed closely the teachings of the late Walter P. Reuther and his visions became my visions. I thank this membership for giving me the opportunity to have served you so I could apply myself to the beliefs and convictions I believe in. I hope somehow I have touched your lives by making them better and I have helped secure hope out of all the frustrations of the early 90's. Thank you for your support and time. 🍀

OSHAWORKER DEADLINE

For The March Issue
Is Friday, February 10, 1995
at 4:00 p.m.

Working Time And The Distribution Of Work

By Don Whalen,
District #6 Committeeperson & First Vice-President

R *First Vice-President's*
REPORT



THE FOLLOWING ARE THE 24 RECOMMENDATIONS to the Government by the nine-member Advisory Group made up of Business, Labour and Government (the report that is recommending a 100-hour cap on overtime). Before I list the 24 recommendations I want to clear the misconception some of the leaflets put in the plants (namely Truck) are creating.

Maybe it's that those Union representatives responsible for these misleading leaflets don't understand what they're writing themselves. They're making accusations that the administration of this Local is in favour of the 100-hour annual overtime cap. This is far from the truth.

In fact in my District I am taking a petition to send to the National Union to make it clear to them that the views of this advisory group are not speaking for the rank and file of this Union. To the contrary.

The recommendations from the Advisory group to the government are as follows:

"they're making accusations that the administration of this Local is in favour of the 100-hour annual overtime cap. This is far from the truth"

arrangements in the public and private sectors with the potential for additional job creation.

The Standard Work Week

6. The Advisory Group notes that marked disparities exist in the legislated standard work week across Canada. We recommend that the legislated standard work week be no longer than 40 hours per week in any jurisdiction.

7. The Advisory Group recommends that federal and provincial governments periodically review the legislated standard work week to ensure that the standard moves with the normal full-time work week in their jurisdiction.

Overtime

8. The Advisory Group recommends that employees be given the right to refuse overtime work after the legislated standard work week of 40 hours and that the right be incorporated into employment standards legislation.

9. The Advisory Group recommends that employers and employees utilize time off in lieu of overtime pay after the standard work week

Annual Hours and Time Off In Lieu of Overtime

10. The Advisory Group recommends that the maximum amount of overtime in excess of regular working hours for which compensation can be paid be set at 100 hours annually. Overtime in excess of the 100 hours should be compensated only on the basis of time off in lieu of overtime, at all overtime rates.

11. The Advisory Group recommends that the hours of work coverage under employment standards legislation be broadened to include salaried employees and other full-time workers who may now be excluded. Similar annual limits on overtime and the requirements for time off in lieu of overtime pay beyond 100 hours would apply to this group.

The Contingent Workforce

12. The Advisory group recommends that employment
Continued on page 9

General

1. The Advisory Group endorses a new public policy priority that emphasizes redistribution and reduction of working time.

2. The Advisory Group urges employers, trade unions, and employees to place more emphasis on working-time issues and their implications in collective bargaining and workplace decision making.

3. The Advisory Group recommends that the Minister of Human Development initiate energetic and broadly-based public discussions on the report. We urge the provincial ministers of labour to participate in these post-report consultations, as part of a national dialogue, and/or that they undertake their own consultations.

Work-Time Alternatives and Innovations

4. The Advisory Group calls on Governments, as the largest employers in Canada, and on their collective bargaining agents to review the recommendations of this report and to support alternative and innovative workplace practices to facilitate the reduction, reorganization, and redistribution of work time in the public service.

5. The Advisory Group urges the federal and provincial ministers of labour to give priority to the issues of work time in their deliberations and to examine the policies in their jurisdictions that would support new

Working Time And The Distribution of Work

First Vice-President's Report — continued from page 8

standards be vigorously enforced, especially for part-time workers and those outside the normal workplace environment. Special attention should be paid to non-standard workers to ensure that they are fully covered and protected under employment standards, have access to collective bargaining rights, and receive at least the minimum hourly wage and other workplace-related social benefits.

13. The Advisory Group recommends that a registry be created in all jurisdictions to cover employees who work at home. Employers would be obliged to provide



They came...

information on hours of work and pay for their home-based employees. It should include a mechanism to enable employees to register and to verify the accuracy of the information about their hours of work and their pay.

Regular Part-time Workers

14. The Advisory group recommends that employers be required to provide pro-rated benefits to regularly-employed part-time employees.

Retirement

15. The Advisory Group supports wider adoption of the practice of phased-in retirement, under which older employees are encouraged to work reduced regular hours or take leaves of absence as a transition to retirement.

16. The advisory Group recognizes that a major obstacle to phased-in retirement could be the reduction of future public and private pension benefits. We recommend that governments, employers, unions, and employees consider changes and their implications for public and private pension plans, arrangements, and regulations to ensure that phased-in retirement does not substantially reduce future pension benefits.

Family Leave

17. The Advisory Group recommends that employment standards in all jurisdictions provide a right to take an unpaid leave of absence from work after the birth or the adoption of a child at least equal to the period of entitlement to Unemployment Insurance maternity and parental benefits (15 weeks maternity benefits and the 10 weeks of parental benefits payable to the mother or father). Serious consideration should be given to the general adoption of the Quebec standard of 34 weeks of leave.

18. The Advisory Group recommends that Canadians be entitled to five days of unpaid family leave per year, the current standard in Quebec. These would be linked to the care and health of immediate family members.

Education And Training

19. The Advisory Group recommends the increased adoption of paid education and training leave plans through the joint agreement of employers and employees and unions.

20. The Advisory group recommends that a basic entitlement to unpaid education and training be entrenched in provincial and federal standards to expand opportunities for learning. The ability to gain access to this entitlement should be linked to length of service with a company or organization.

21. The Advisory Group urges the federal government to support greater use of education leaves by considering changes to the tax system such as income averaging.

The Unemployment Insurance Work Saving Program

22. The Advisory Group recommends the continuation of the U.I. Work Sharing Program for reducing short-term layoffs. However, the applications process should be re-

Continued on page 10



They stood in line...

Working Time And The Distribution of Work

First Vice-President's Report — continued from page 9

viewed to ensure that it is more accessible, particularly to small business.

Post-Report Processes

23. The Advisory Group recommends that the responsibilities of existing organizations be expanded to promote and report on work-time redistribution and flexible work arrangements over the long term. It recommends that the Canadian Labour Market and Productivity Centre (CLMPC) focus on ongoing consultations between business and labour, while the Bureau of Labour Information (BLI) focus

my candidacy for Plant Chairperson there's no doubt the children will play. The membership doesn't deserve to be subjected to this kind of politicking. I will only provide you with leaflets containing pertinent, accurate information about the issues. I know everyone's tired of the in-fighting.

Job Applications for GM

I found it deplorable how people were herded like cattle for a job application. General Motors made special arrangements for all its suppliers to avoid the massive line-up to just go to the GM employment centre for applications. Which was alright, but for all their own GM employees we were forced to get in those massive line-ups for our daughters, sons, spouses, family or friends to get an application.

I've seen many members in those line-ups saving the space in the all night line-up while whomever we were with would go and get warm or have something to eat. I guess the point is GM could have prevented a lot of the line-ups had it treated their own employees at least as good as they did their suppliers, by giving applications to anyone wanting one through his or her supervisor.

They wonder why we develop an attitude, all we ask is that you treat our members, your employees, with a little more appreciation and at least as good as your suppliers.

I have been told that the interviewing process will start in early February and that there will only be a few hundred for now, with only about 40-60 people actually being hired at this time. The only other thing at this time is that if sales continue to be as strong as they are for a consistent period of time, there is still a very good chance we could be looking at a third shift in the car plant, this time next year.

Thanks for reading my article and I look forward to meeting many of you on the campaign trail. Till next issue. 🍀



And they stood in line...

on disseminating information on changing work time practices.

Information Needs

24. So that all Canadians may better understand the changing workplace, the Advisory Group recommends that Statistics Canada monitor these trends. Specifically, the Advisory Group recommends that Statistics Canada:

- a) conduct periodic surveys of work-time preferences and practices of both employers and employees;
- b) provide more data on the non-standard workforce.

If you would like copies of the full report submitted by the Advisory Group to the Federal Government Minister of Human Resources Lloyd Axworthy, you may write to Enquiries Centre, 140 Promenade du Portage, Phase IV, Level O, Hull, Quebec, K1A 0J9, or phone (819) 997-2617.

I admit my article is long but I felt the membership should know the truth of the matter regarding the pending changes on working time and the distribution of work, and that the administration of this Union is not responsible for the recommended changes.

For the next little while you're going to be reading a lot of slanderous leaflets about myself, either from fictitious writers to actual signatures signed by those opposing myself. Since I have declared



And they filled in a form.

The Lindsay Line **Workers Take A United Stand**

*By Dean Lindsay,
Executive Board Local 222 Recording Secretary
and District #7 Committeeperson*

R *REPORT* **Recording
Secretary's**



IT HAS BEEN A HECTIC BEGINNING to 1995. I have been involved in a number of issues and I am also preparing for the next set of fourth steps, which will be concluded by the time this article is printed. This will be the first set of fourth steps with our new National Representative Bert Rovers. I will be contacting everyone with a grievance at this level of the procedure right after the meeting.

Door Line Work Stoppage

In the last issue of *The Oshaworker*, the Body Plant Health and Safety Representatives reported on the work stoppages that have occurred in Plant #1 Trim and Hardware. I allowed the Health and Safety Representatives to take the issue through the safety channels but when they suspended two workers on shift #2 rather than correct the problem, I immediately contacted the Plant Manager Gary McCullough and Assistant Plant Manager Sean Kelly, to make them aware of the entire situation.

Myself and Acting Car Plant Area Chairperson Orville Faught met with them on January 9th and I outlined the complaints of the workers and that disciplining and suspending our members for a safety problem was not acceptable and did not address the real problem in that area. I'm happy to report that as a result of that meeting the Company has reinstated both employees, paid them for all lost monies and removed the discipline from their records. The right decision was made in this matter. Thanks go out to the committeeperson in that area Gary Ainsworth and all of the workers on the door line who stuck together in support

of the two brothers who were suspended. A real show of unity.

Vacation Pay Top Up

On November 17th, 1993, the Car Plant Area Chairperson negotiated a Model Changeover Agreement. One of the terms of the agreement was that all employees affected by the loss of flow rights would receive full vacation top-up. When the vacation pay was paid out in June of 1994, the Company reneged on that commitment.

Since that time, I have been leading a campaign to have the Company

***"it should be remembered
that the turn out
was because of the
attractive wages and
benefits that have been
negotiated by the CAW"***

recalculate the vacation pay for all of the employees who were not topped up. I have been successful in achieving this for several employees in Trim but now I have been receiving calls from the entire Car Plant. On January 10th a meeting was held to address this Car Plant problem. It was agreed that all names submitted would be considered for recalculation. I will report on the progress in future articles.

Job Posting Department 44B

With the retirement of Bruce Adams and Ken Sutherland, I have approached the Company to establish a job posting in Department 44B. I could never get the Body Shop District or the former Car Plant Area

Chairperson to agree that this would be a real benefit to the employees in Department 44B and would eliminate the Management favouritism that is rampant when job openings become available in the department. Highest seniority equals open job.

Applications Metro East

For the first time since 1989 GM made applications available for employment opportunities in Oshawa. Upwards of 20,000 people stood in freezing temperatures to apply. One thing that should be remembered is that the turn out was generated not by the jobs but because of the attractive wages and benefits that have been negotiated through collective bargaining by the CAW.

A note on the applications, I have sent a letter to the Director of Regional Personnel on behalf of the members I represent, requesting consideration for their sons and daughters who after standing in the long lineup did not receive an application. It was a shame that GM would not at least make applications available for the sons and daughters of their long serving employees, who have been very loyal to the Corporation and have contributed to their successes.

Special Meeting Ex-Scarborough Workers

As a result of the concerns of our brothers and sisters formerly in Scarborough now working in Oshawa, a letter was sent to the National Union requesting an information meeting. I have received a reply from National Representative Bert Rovers and the meeting is going to be held in February. There will be leaflets in the plants announcing the specific date and time.

Continued on page 12

Shop Committee Elections

By Brian King
Skilled Trades Area Chairperson

YOU WILL SOON BE ASKED TO VOTE FOR A NEW 18-member Shop Committee consisting of the Plant Chairperson, four Area Chairpersons and 13 District Committeepersons. For GM workers in Oshawa this is the **most important committee in the local union**. In the day-to-day business conducted between the CAW and General Motors in Oshawa, the Shop Committee is the highest Union authority representing the membership.

Local Bargaining Committee

The Shop Committee, together with the Local Union president, is also responsible for negotiating our Oshawa Local Agreement every three years. The skilled trades section of the local Agreement is negotiated by the Skilled Trades Area Chairperson and the two skilled trades District Committeepersons. The Local Agreement contains all of the separate skilled trades classifications, seniority rights, transfer rights etc. It is in the Local Agreement that GM mounts its major attack on skilled trades' lines of demarcation, Company demands for multi-skilling, restricting movement and reducing overtime equalization rights for skilled trades workers.

Master Bargaining Committee

Six members of the Shop Committee: the Plant Chairperson, four Area Chairpersons and one other elected by the Intra-Corporation Council, together with the Local Union President, are the Oshawa members of the Master Bargaining Committee. This committee is responsible for negotiating the economic package for all GM/CAW workers in Canada. They are also responsible for negotiating the language of the Master Agreement.

The economic package includes wages, pensions, statutory holidays, vacations and all benefits, etc. If GM can put a dollar figure on any Union demand it becomes an economic demand.

Skilled Trades Master Bargaining Committee

The skilled trades members of the Master Bargaining Committee, represent GM skilled trades workers in plants from Windsor to Montreal. This committee is responsible for negotiating changes to the language of the Master Agreement as it affects skilled trades and apprentices. Perhaps even **more important**, in 1993 this committee demanded that Local demands by GM which may affect the collective interests of skilled workers in other plants be put on the Master Table. It was at the Master Table that we forced GM to drop its demands for multi-skilling, etc.

1996 Negotiations

The people who you elect at this time will be your representatives at the bargaining table in 1996. I believe that 1996 will be a very critical year for skilled trades issues in General Motors. I am sure that GM is about to launch a concentrated attack on what the company call "restrictive practices." What are "restrictive practices"?

R Skilled Trades
Area Chairperson's
REPORT



Restrictive practices are anything that restricts GM's right to do exactly what they want to do.

Conclusion

The people that you elect to represent you on the Shop Committee will probably have a more profound effect on the lives of you and your family than any level of government, municipal, provincial or federal. I urge you to look at the facts and to think very carefully about the people you are voting for. I ask you to remember the shame that we all felt about the irregularities that took place in the last Shop Committee elections when the name of our Local Union was dragged through the mud. I ask you to remember the people responsible for that cheating.

The skilled trades are a minority group in our Union. We have made considerable progress in skilled trades in the last few years. This progress was made possible by a strong and united effort on the part of many people who came out to Union meetings to support the progressive forces in skilled trades. By our actions we have earned recognition and respect from both our Local and our National Union. And yes, I believe even General Motors now knows that it can no longer ignore skilled trades. I urge the candidates for these positions to conduct themselves and their election campaign in such a way that we can at least have unity when the election is over. ♣

Workers Take A United Stand

Recording Secretary's Report
— continued from page 11

Up Coming Election

As most of you may be aware Car Plant Area Chairperson Bruce Adams has accepted the \$35,000 plus and retired effective December 31st, 1994. This has left the position vacant until the Shop Committee elections in March. I want my intentions to be known that I will be standing for this position when nominations open.

I would like to bring the experience I have gained as a District Committeeperson and the knowledge I have gathered from the various benefit positions I have held previously, to the responsibilities of the Car Plant Area Chairperson. I have over the last year concentrated all of my energies to my Shop Committee responsibilities and would continue to dedicate myself to you, the members, working in the Car Assembly Plants.

Until next issue... ♣

GM Hiring



By Jerry Smith,
2nd Vice President & SUB Representative &
Doug Sanders, SUB Representative

IT WAS SUPPOSED TO BE THE GREAT HIRING KICK-off of 1995 for General Motors, taking applications at the Metro East Trade Centre in Pickering on Monday, January 9 and Tuesday, January 10, 1995.

It was the first time since 1986 applications have been taken for general assembly line work. This is a positive sign for all of us.

Before the first application was even handed out Monday, people lined up since Friday afternoon to wait. A lot of people were not prepared for the cold weather or waiting that long outside. The worst part was watching the pushing, shoving and fights as people fought for a place in line.

Newspaper photos reminded many of the Great Depression, bread line-ups in Russia and of starving Somalians fighting to get food. General Motors says about 25,000 applications were taken in.

The job application line-up must really show the Liberal government that slash to the UI payments is not what Canada needs or wants. What Canadians want are real jobs. (Our own government gave a billion dollars to Mexico to prop up its economy, due to a slide in the peso, all the time saying we need changes to our social programs.)

If the economy is doing as well as the politicians keep telling us, then why did so many desperate people of the recession-created unemployed or underemployed class come from all across this country to seek a job. They came to Pickering to spend many hours in long line-ups, braving the below-zero temperatures, just to spend 15 minutes inside to fill out one of the many applications available for possible employment here.

The hiring was poorly organized, many think the applications should have been handed out and mailed back as Chrysler did, others think that different locations throughout Durham Region could have been used, or all UIC offices.

We have a contract that protects most of us from job attrition, plant closure or job elimination.

Job security for all of us is our number one priority. We all realized this the most with the closure of the Scarborough Van Plant on May 6, 1993.

Many former van plant employees chose to work in Oshawa as we have close to 1,500 here now.

The Skilled Trades have been signing up lately for pro-

Continued on page 14



Is Your Beneficiary Right?

By Ron Gay Steve Finlay

Blue Benefit Book

IN EARLY MARCH OF 1995 YOU WILL RECEIVE YOUR BLUE Benefit Book with your dependents, and your beneficiaries who should be on your group life disability, insurance pension plan, basic life insurance (optional or dependent life insurance if you have them) plus health care, dental, drug, etc.

You should check this book carefully from cover to cover to be sure it's correct. A year ago there were mistakes by the hundreds by the Company — many of our members had names of spouses who they never heard of, children they never had or knew, so please check.

These books are not sent out to retirees, nor can a retiree get a print-out at this time. We have been promised by the Company that this will be done, soon, more on this in the next issue.

Call us for any questions you may have about the following plans: dental, vision, drug, hearing aid, basic life insurance, optional insurance, S&A benefits, Medex, or nursing home.

Drugs

We are having a problem getting new drugs on the Green Shield list. A joint committee has finally been set up to put new drugs on this list. The committee consists of a representative from the National Union, and the chairman Ron Miller of our GM-CAW Inter-Corporation Council Health Care Committee along with a few others.

I expect a meeting to take place with the company in February 1994.

If you have any questions or problems call us, that's our job... until next issue, take care. 🍀

Here are some handy toll free numbers to keep around.

Metropolitan (Dental, Vision, Hearing Aid) 1-800-268-2893	Metropolitan (S/A Claims, Life Insurance) 1-800-267-9636
Green Shield 1-800-265-5615	Union Hall 1-800-465-5458

Pension Income Comes From Many Sources

RREPORT

*Pension
Representatives'*



*By Moe Bryan, Pension Representative and
Charlie Peel, Acting Pension Representative*

WE HAVE BEEN WORKING on another application period for Document 12 for the year 1995. The last one ended Dec. 31, 1994 so if any opportunities become available this year it will go by seniority order from only those who apply. At this time there are no (\$35,000) incentives because General Motors is hiring new employees. This uncertainty with Document 12 has made it a hard decision as to whether you should retire or wait and take a chance it will come around again. At this point nobody has the answers, only you can make the decision to retire. All we can do as pension representatives is show you how much money is available to you according to our pension agreement.

When you retire, all your health care, vision, dental, Medex and legal services carry on the same as active

employees within the plant. Give us a call and we will come to your work station and explain our pension agreement to you. The following is some information on government pensions which puts the responsibility to contact them on you, because they will not contact you when you become eligible.

The Pension Programs Old-Age Security

Introduced in 1952. Available to all Canadians who turn 65. Must have lived in Canada for at least 40 years after reaching age 18 to receive full pension. Current benefit is \$387.74 a month. People with incomes of \$53,215 or more receive benefit, but have it partially "clawed back" at tax time. It disappears entirely for those with \$80,000 income. Cost of program in 1992-93 was \$14.4 billion.

Guaranteed Income Supplement

Introduced in 1966. Paid to seniors whose incomes, not including OAS, are below poverty level (about \$11,000). The benefit supplements OAS to bring pensioners up to poverty line. People must reapply annually. Unlike OAS, GIS is not subject to income tax. About 40 percent of seniors qualify. Monthly payments range from \$300.14 to \$460.79. Cost of program in 1992-93 was \$4.25 billion.

Spouses Allowance

Introduced in 1975. Benefit recognized hardships faced by couples living on pension of only one spouse and by widowed persons. Allowance is paid to 60 to 64-year-old spouse of an old-age security pensioner or to any low-income widow aged 60 to 64. Non-taxable. Recipients must reapply annually. Allowance range from \$300.14 to \$687.88/month. Cost of program in 1992-93 was \$430 million.

Canada Pension Plan

Introduced in 1966. Financed through mandatory contributions from employees, employers and self-employed persons. It equals 25 percent of average annual income to a maximum of \$713.19 a month. In 1991, about 1.7 million received CPP payments. Few receive the maximum benefit. The CPP will pay out an estimated \$18.8 billion this year.

Private Pension Plans

When CPP was introduced, the government assumed there would be a dramatic growth in company pension plans so that future pensioners would have access to two job-related pensions. But only about half of workers now have com-

Continued on page 15

GM Hiring

SUB Representative's Report — continued from page 13

duction line jobs. There are still about 300 to 400 on the Corporation Seniority list from various locations who can still be hired here under Document 14. The Pickering event may not mean any new hires.

If GM goes to hire again many places should be treated the same as Mackie, because of a possible parts shortage, due to people in the Pickering line-up. GM said we must keep the line moving, your employees can come to the GM employment office and get an application after your shift is done, no cold or long line-ups. One columnist wrote "that without the Union

GM would treat workers like cattle. That argument gained credence this week".

Now the head steer (we don't know which end) has to be the Editor of Auto Info for his editorial on Thursday, January 12, 1995. His comments, "And with 25,000 applications there are enough of them to replace everyone in GM Oshawa." He should look around, he is on a non-production job and with Synchronous Manufacturing they are the first jobs to be eliminated.

Until next time we are just a call away! 🍁



GENERAL MOTORS RETIREES

*Our best wishes go out to the latest group of GM retirees.
Good luck to each and every one of you.
We wish you all the best in your future endeavours.*



By Moe Bryan, Pension Representative and Charlie Peel, Acting Pension Representative

Name	Dept. No.	Years of Service	Retirement Date	Name	Dept. No.	Years of Service	Retirement Date
Bruce A. Adams	88	31.2	January, 1995	William A. Huggins	32	31.4	February, 1995
Gerald R. Allin	7	31.9	August, 1994	Willard M. Johnson	28A	38.6	August, 1994
Earl W. Armitage	28A	32.7	August, 1994	Patrick A. Kavanaugh	28A	30.8	August, 1994
Raymond G. Bailey	28A	32.6	August, 1994	Roland M. Lakin	28A	44.1	August, 1994
Carman G. Ball	28A	30.6	August, 1994	Richard J. Lewis	49C	30.2	August, 1994
Paul F. Banika	32	30.9	August, 1994	John W. Lovering	28A	32.1	August, 1994
Michael Buczynski	78A	42.4	August, 1994	Frederick P. MacDonald	28A	41.2	August, 1994
Patrick J. Cain	28A	32.8	August, 1994	William Malnick	28A	33.5	August, 1994
John R. Carrigan	28A	37.8	August, 1994	Michael Mamonko	28A	39.3	August, 1994
Gilles T. Cloutier	28A	38.5	August, 1994	Karoly Nagy	28A	35.6	February, 1995
Edwin W. Cook	49B	30.8	February, 1995	Mary A. Neil	28A	35.4	August, 1994
Clorice J. Cormier		36.5	August, 1994	Robert W. Nelson	28A	33.5	August, 1994
Guy J. Coutu	28A	38.6	August, 1994	Henry Nielsen	28A	33.9	August, 1994
Kent N. Crowells	28A	41.9	February, 1995	Paul M. Nisbett	28A	32.8	August, 1994
Jules J. Dallaire	83	17.3	February, 1995	Joseph E. Northam	28A	31.9	August, 1994
Louise H. Dawes	28A	31.1	August, 1994	John L. O'Neil	44E	30.4	August, 1994
Geravin R. Denault	28A	32.1	August, 1994	Harold A. Perry	28A	43.8	August, 1994
Joseph R. Desautels	28A	37.3	August, 1994	Maxwell A. Pollard	28A	32.5	August, 1994
Jose C. Desousa	28A	35.4	August, 1994	Valere Poulin	28A	38.3	August, 1994
Glendon A. Dobbs	28A	36.6	August, 1994	Ronald B. Powell	28A	30.1	August, 1994
Robert Dunbar	85	11.6	August, 1994	Edward F. Rossaert	61	12.1	February, 1995
Bruce A. Elliott	28A	35.3	August, 1994	Domenic F. Sant	10	31.4	February, 1995
Vernon L. Fenton	28A	41.2	August, 1994	Robert W. Scott	28A	35.8	August, 1994
Joseph Filippetto	28A	32.7	August, 1994	James E. Shea	8	39.0	February, 1995
James B. Flintoff	10	30.0	February, 1995	Kenneth W. Sutherland	81	32.9	January, 1995
Jose Galvao	4B	10.5	February, 1995	Donald F. Tandy	12	30.9	February, 1995
Bertram A. Geer	28A	43.3	August, 1994	Donald E. Taylor	7	38.3	August, 1994
Leonard A. Goodmurphy	28A	38.4	August, 1994	Frank D. Taylor	25	30.1	March, 1995
Ronald G. Gray	28A	38.3	August, 1994	Carl E. Thompson	28A	38.2	August, 1994
Gorman M. Green	91	31.3	February, 1995	Grant L. Thompson	28A	34.0	August, 1994
Audrey G. Hall	94	11.1	August, 1994	Grant P. Toms	28A	32.6	August, 1994
Jurgen J. Hennig	48	28.9	August, 1994	Cornelis Vandeburgt	28A	39.3	August, 1994
John A. Holdsworth	28A	32.3	August, 1994	Adrianus P. Vandevossenbergh	28A	36.3	August, 1994
Murray D. Hogg	28A	39.9	August, 1994	John B. Whitefield	28A	32.4	August, 1994
Hendrik A. Hoogkamp	28A	41.3	August, 1994	Karl H. Zimmermann	6	39.1	February, 1995

Pension Income comes From Many Sources

Pension Representatives' Report — continued from page 14

pany plans. Their assets totalled \$375.2 billion at the end of 1992. Government provides tax breaks for pension contributions. The cost in foregone revenues in 1991 was \$14.5 billion.

Registered Retirement Savings Plans

Although growing in popularity, fewer than half of Canadians have a RRSP. In 1993, people were permit-

ted to sock away up to \$12,500 or 18 percent of income (whichever is less), in tax-free contributions. Canadians held \$146.7 billion in RRSP assets at the end of 1992 and the cost to government in foregone 1991 tax revenues was \$8.6 billion.

As your elected Pension Representative since 1992 it has been one of the busiest periods for retirement in the history of Local 222. With the assist-

ance of Charlie Peel we were able to accommodate and answer all questions pertaining to retirement. As we work and communicate very well together we will be running and asking for your support for the upcoming elections as your pension representatives.

We would like to take this time to wish Karl Zimmerman who retired February 1, 1995, all the best health and happiness on retirement. ★

UIC Office Cuts Being Studied

By Gene Bergeron,
Service Representative

JUST BEFORE CHRISTMAS I RECEIVED SOME INFORMATION concerning UIC locations.

I was told the Federal government hired an agency to study the number of UIC offices and their locations in Canada at God knows what cost.

The findings of this study was that many of the UIC offices should be downsized and in some cases eliminated.

The recommendation was there should only be four or five main offices in Canada. I can only guess at the reasoning behind this thinking.

To-day if an individual experiences a problem with their claim they can go to a UIC office to try and have the problem corrected. In most cases there is a UIC office fairly close that can provide assistance. If this office is eliminated and the nearest office is three to four hours away it can discourage the claimant from following up on the claim.

If the Oshawa or Peterborough UIC offices were eliminated can you imagine the problems that would cause autoworkers?

As most of you know the Liberals don't think we should

be allowed to collect UIC while on lay off, and this would sure cause us severe problems and hardships.

When I receive more information I will report on it.

R *Service Representative's*
REPORT



Benefits

Lately some of you have been experiencing problems with your health care benefits.

If you were on a SPA week or on WCB or S&A in some cases your benefits were canceled. You were unaware of the problem until you needed a prescription and were informed you had no coverage. Generally a phone call to the benefit office will correct the problem and all is OK.

If you are off work on S&A, WCB or SPA, please contact your benefit rep or us at the Union hall to ensure your benefits remain in force. ♣

WCB A Growing Concern

By Garry Murphy
Alternate Service Representative

WHEN I WAS ELECTED TO this job at the Union hall almost two years ago, there was no question that my eight-hour day was occupied predominantly with UIC and SUB concerns. This was mainly due to Doc. 12 of the Master Agreement (Grow-Into-Retirement) and of course the November 1993 car plant changeover.

Needless to say, with all plants in full operation, layoffs are not the going concern at the Union hall today.

Today WCB claims have completely taken over and it's going to get worse. Why?

General Motors has loaded every job, every second of every minute with such a workload that people are breaking down. People are not designed to work like machines yet GM management continues to squeeze our CAW members until there is nothing more to give.

It's true that our \$21.00 per hour and our benefit package may be attractive to outsiders. This was obvious when GM announced it would accept

applications for new hires January 10 and 11 at the Metro East Trade Centre. Thousands of people applied.

What is unknown to them and extremely obvious to us is that the stress level caused by repetitive assembly work and the 60 minute work hour makes for a complete breakdown and strain of the human body so bad that we will be lucky to make retirement, never mind enjoy it in good health.

It's clear that it is GM's intent to absolutely abuse its workforce to the point where when a claim for Workers' Compensation is filed, the Company's next move is to deny or oppose the claim, even if it means lying to the Compensation Board to starve our injured members back to work.

Each and every member doing assembly work is going to have to learn exactly what it takes to get a Compensation claim rolling smoothly and in the injured worker's favour.

Notify the Company immediately of any injury no matter how minor in nature it seems. See your doctor immedi-

R *Alternate Service Representative's*
REPORT



ately. Ask him or her if they support that you are totally disabled or fit for some type of work with medical restrictions.

Don't trust your foreman, don't trust the nurse.

Trust your Union because the Union is your system and the only system that works for you.

The Compensation Board is, of course, a government-run organization to benefit injured workers but you would never know it.

It is just another stumbling block that we are forced to overcome.

Plant-wide Union elections are just around the corner so for the next few weeks there will be lots to read about on your work benches.

Once this is behind us we can again concentrate on our true opposition — General Motors. ♣

Durable Medical Equipment

By Don Thompson
Alternate Service Representative

*Alternate
Service
Representative's*

R *REPORT*



WHEN OBTAINED FROM A PROVIDER BY A covered person, benefits will be payable on a usual, reasonable and customary charge basis for the purchase or rental of durable medical equipment, subject to the following:

- (i) The equipment must be:
 - (aa) prescribed by a licensed physician;
 - (bb) reasonable and necessary for the treatment of an illness or injury, or to improve the functioning of a malformed body member;
 - (cc) able to withstand repeated use;
 - (dd) primarily and customarily used to serve a medical purpose;
 - (ee) generally not useful to a person in the absence of illness or injury; and
 - (ff) appropriate for use in the home;

(ii) The rental price of the durable medical equipment shall not exceed the purchase price. The decision to purchase or rent shall be based on the physician's estimate of the duration of need as established by the original prescription.

(iii) When the durable medical equipment is rented and the rental extends beyond the original prescription, the physician must re-certify (via another prescription) that the equipment is reasonable and medically necessary for the treatment of the illness or injury. In the event the re-certification is not submitted, benefits will cease as of the original duration of need date or (30) days after the date of death, if earlier.

(iv) When the durable medical equipment is purchased, benefits shall be payable for repairs except when routine periodic maintenance is excluded.

(v) Included in the durable medical equipment for which benefits shall be payable are:

- (aa) Hospital beds (with or without mattresses), rails, cradles and trapezes;
- (bb) Crutches, canes, patient lifts, walkers and wheelchairs;
- (cc) Bedpans, commodes, urinals — if patient is bed confined (Effective September 15th, 1990, portable toilet, in lieu of commodes will be eligible for a patient who has otherwise qualified for a commode.);
- (dd) Oxygen sets and respirators (if the prescription is for oxygen, the physician must indicate how it is to be administered and what apparatus is to be used.);
- (ee) Decubitus (ulcer) care equipment, dialysis equipment, dry heat and ice application devices;

- (ff) IV stands, intermittent pressure units, neuromuscular stimulants, sitz baths, traction equipment, vaporizers and stand whirlpool baths.
- (gg) Raised toilet seats of all medical conditions;
- (hh) Soft casts to a maximum of \$30 per cast;
- (ii) Reusable underpads for wheelchairs to a maximum of 6 per year;
- (jj) One pair of custom made corrective footwear per year (excluding off the shelf orthopedic foot wear) to a maximum of \$750 per year;
— It should be noted that this benefit must be pre-approved by Green Shield. Only certain medical conditions will qualify for such benefits, ie. polio, club foot, deformed foot due to rheumatoid arthritis, deformed foot due to diabetes, amputee, downs syndrome and fusion of the joints (Ankelozing Spondylitis).
- (kk) Disposable diapers and cloth diapers for all incontinent persons.
 - (vi) Exclusions from this benefit
- (e) (2) Include, but are not limited to:
 - (aa) Deluxe equipment such as motor driven wheelchairs and beds, except when such deluxe features are necessary for the effective treatment of a patient's condition and required in order for the patient to operate himself;
 - (bb) Items that are not primarily medical in nature or are for comfort and convenience (eg. bed boards, over bed tables, adjust a bed, bathtub lifts, telephone arms, air conditioners, etc.);
 - (cc) Physicians' equipment (eg. infusion pumps, sphygmomanometer, stethoscope, etc.);
 - (dd) Disposable supplies (eg. disposable sheaths and bags, elastic stockings, etc.);
 - (ee) Exercise and hygienic equipment (exercycle, moore wheel, bidget toilet seat, bath tub seats, etc.);
 - (ff) Self-help devices that are primarily medical in nature (eg. elevators, sauna baths, etc.); and
 - (gg) Arch supports. ♣

NOTICE HOSPITALIZED OR SICK?

FOR VISITING PURPOSES PLEASE COME IN PERSON OR CALL:
PHONE 723-1187 (CAW HALL) OR 728-8600 (RETIREEES CENTRE).

THIS APPLIES TO BOTH ACTIVE AND RETIRED MEMBERS
OF LOCAL 222.

LOCAL 222 CAW RETIRED WORKERS' CENTRE

An Open Letter To Karl Zimmerman

Karl:

You were the closest to what I would consider a friend among the people I associated within our Union in the past ten years. We started to drift apart some three and a half years ago when you betrayed Jerry Smith and I and you voted against your own motion to bring in the outside accounting firm to conduct our future elections. Our association continued mainly because I recognized that you were extremely good at your job as a Pension Representative. I supported you in your pension crusade even after your disappointing performance on the election issue.

This takes me to your unforgettable performance at the December 15th, 1994, GM Unit Meeting when the big debate erupted over the three high union officials taking the large pay off from General Motors. A question was put to you from the floor, asking if you knew. You said you did not. Karl, it is a fact you had the proof in your bag since Monday, December 12th, when you picked it up from the Pension Office. You chose to wait until Friday, a day after the Membership Meeting to hand in the pension papers to our Union Hall. These papers showed the \$35,000 for two of the amigos. You also knew at this time that Frank Taylor was on layoff until March 1st, 1995 because

he will not have his 30 years in until then. You knew that he will get the \$35,000 at this time.

This is the second time you betrayed your conscience, your Union and the people you swore to represent. You came into my office on Friday morning following the meeting. You mumbled something about confidentiality on your job as a Pension Representative, then came the bombshell. You told me I can never get the proof on these guys, but if I'm willing to pay \$30,000, you knew someone in the GM headquarters who is willing to supply the required proof. We did not speak much after that statement. I would never consider spending my membership's dues dollars on blackmail. One would wonder if you were promised part of the \$30,000 if your suggestion materialized.

What makes this affair so terribly sad is that you are retiring as of February 1st, 1995, and you could have walked away with some of your pride still intact. With your despicable action Karl, you lost it all. There is not one other person I have known in my lifetime who I would part with the statement I leave for you, "I am just so terribly sorry that I ever met you".

John Kovacs

President, Local 222 CAW

Acid Spill – Not A Joking Matter

By Al Boivin

A.G. Simpson Zone 2 Steward

I'D LIKE TO BRING OUR UNION brothers and sisters up to date on the latest safety problem A.G. Simpson is trying to pull over our eyes.

On December 22, 1994 at approximately 6 pm, flat polish had an acid spill caused by a leak in the holding tank. The employees determined this was a safety concern, so they shut the finish line down until they got a safety rep. The lift truck driver reported the spill to his foreman who in turn laughed before apparently making a phone call to the plant manager. As a result of this phone call, the plant manager phoned security and asked for the lift truck driver, who was on his break at 6:15 p.m. The caller identified himself as the plant manager and asked if there were any injuries, damage, and how long the line would be down. The lift truck driver told the caller that the line would resume running as soon as the fumes and the mustard-colouring in the air disappeared, and he would call him back at his home in Michigan. When the lift truck driver phoned the plant manager at home, he got no answer. The shift foreman then told the lift truck driver that the caller was **not** the plant manager but another foreman disguising his voice to be the plant manager.

The lift truck driver was handed an-

other number to call, which was an area golf club, where the other supervisors gathered for a Christmas cheer, and asked the security guard to make the call and ask for the plant manager. The security guard was put on hold and then our human resource manager took the phone and asked for the lift truck driver to praise him for taking care of the situation. The lift truck driver voiced his concern to the human resource manager as to why the foreman disguised his voice and was told that they were just joking around. As the human resource manager continued to enjoy this joke, the lift truck driver said he wasn't amused and it could have been a serious situation. Finally the human resource manager said that he didn't know that this foreman walked out to another phone and pulled this idiotic stunt.

Upon returning to work in the New Year, our executive was informed about this prank and immediately demanded a meeting with the real plant manager to address this issue. Both the human resource manager and the foreman denied any of this took place. The plant manager said he wanted to do more investigating of this incident, but you can bet if it was hourly employees pulling this so-called joke, there would be no investigation and they would be immediately terminated.

R A.G. Simpson
REPORT

It just happens that this human resource manager is heading the upcoming contract negotiation team for the Oshawa plant so you can just imagine what our bargaining team is up against. Good luck guys.

During the holiday season, A.G. Simpson regretfully lost a friend and a former employee in Walt Lewis, who passed away at his home in Madoc. With a number of young employees in the plant, "Wally" was well known as he coached many of us in minor hockey. After spending 30 years in the old Houdaille plant, Wally spent another eight years at A.G. Simpson before retiring to his home in Madoc in 1990. If you wanted to get a rumour going in the plant, just tell Wally and he would spread it through the plant in record fashion time. It was always fun to hear Wally, George Grills and some of the other old Houdaille guys relate some of their weird tales of the Old Factory. Wally will not only be missed by his friends in A.G. Simpson and Houdaille but also by the many friends he made in his involvement in the Oshawa Minor Hockey system. You will be missed Wally.

In closing — remember: your Union is only as strong as its leadership.

The Picture

By Gord Vickers,
Chairperson, Oshawa Transit Unit

THEY CAME FROM FARAWAY places, they came from the east, the west, the north, and even south of the border. They travelled by plane, train and automobile, thousands of them came. Together they stood in the freezing cold, some wrapped themselves in blankets and sleeping bags to keep from freezing, others challenged the cold; the cold won, and frostbite was common in many cases. They talked a lot of small talk amongst themselves and shared in the odd laugh, and further down the line some pushing and shoving took place as frayed nerves started to show. Slowly, hour after hour, they inched forward, never taking their eyes off the front doors of the Convention Centre and the entrance to what was inside those doors, an application form for employment at GM.

Many of those who were interviewed spoke freely to the press of their hopes and dreams of landing a decent-paying job. They spoke of their dreams of being able to afford a home, feed their kids, and put shirts and shoes on their children's feet and backs. The army of unemployed spoke of their hardships and their anger at being labelled welfare bums, and said they were sick and tired of the lies printed about them taking the easy way out when a decent-paying job can't be found out there. Some spoke of the minimum-paying jobs they held with no benefits and the human misery of trying to balance the basic needs of life, a lesson in financial restraint from which every politician in this country could learn a lesson about the true meaning of lean and mean of the unemployed. They proved to their countrymen and to themselves in the freezing cold their guts and grit, and that they had what it takes in the job market hunt for a decent-paying job with good benefits.

Those of us who have a decent-paying job were able to sit in our warm homes in comfort watching our TV sets, seeing a picture that looked like something from the Great Depression. Many of us felt their cold, our hearts went out to them; others sadly felt little for them, their hearts cold, that reflects a

meanness not seen since the Great Depression when many felt the unemployed deserved their fate.

After the picture fades away from our memory, the unemployed return home in comfort of the fact that they tried, knowing for a few days at least the insults and degrading remarks will cease. They also know, however, that it will be short-lived. At home, they return back to the real world they live in, some waiting for a welfare cheque, while other begin filling out their UI forms, checking off the boxes, answering all the questions, including the one that asks, are you willing and able and looking for work, and the pen marks an X in the box saying yes.

Many others return to their minimum-paying jobs and their anger returns as the days pass by, waiting for a call from GM; their hopes diminish quickly, and their hate for a system that treats them differently grows inside, and the fire in their stomachs flares up.

The politicians breathe easy, sensing that they got away with the plea of the unemployed, no protests are heard, and the press cools down the real story that

RREPORT *Oshawa Transit Unit*



there isn't a decent-paying job out there. The story the next day reports the recession is ending; for the unemployed, the depression is still on, and the lies go on and they know it's a lie because they're out there every day looking for work.

The politicians become even more isolated from the real world of the unemployed, new plant closures are announced, stores go bankrupt, and new faces join the unemployed lines. The punishing of the poor goes on, new cutbacks in social spending are planned, and the unemployed are told it's their fault and not the capitalist system that can't provide employment and wealth for millions of Canadians, a system based on greed, corruption, the likes of which have never been seen since the Great Depression.

They say a picture is worth a thousand words, and the picture of thousands of workers standing in the freezing cold for hours really says it all. The message it sends to the employed is, we are soft and the reality's out there in the real world of the unemployed. ♣

Grievance Resolution A Major Problem

By Dean Simard, Zone #100 Committeeperson
& Acting District 1 Committeeperson

RDistrict 1 REPORT

IN THE PAST FEW WEEKS I'VE had the opportunity to meet with many of the members of District #1. Although I haven't met all of you I intend to do so in the near future. It has been a pleasure to be reacquainted with old friends from both Shifts #1 and #2.

During my travels through the District I've had many questions concerning the status of grievances. While there is a major problem with the resolution of grievances throughout

the Local, it isn't more apparent anywhere than it is in our District. There are 323 grievances sitting at third step and another 168 waiting on the fourth step agenda. This is roughly four-times more grievances than any other district.

If you have any grievances that are in the process, contact your committeeperson. He'll be able to find out exactly what stage of the procedure they are presently at.

Continued on page 20

Grievance Resolution A Major Problem

District 1 Report — continued from page 19

Fourth step schedule held in January:

Jan. 16/95	9 am-3:30 pm	Dist. 1	8 hr.
Jan. 17/95	9 am-3:30 pm	Dist. 1	8 hr.
Jan. 18/95	9 am-3:30 pm	Dist. 11	8 hr.
Jan. 19/95	1 pm-3:30 pm	Dist. 13	2 1/2 hr.
Jan. 23/95	9 am-9:30 am	Dist. 2	1/2 hr.
Jan. 23/95	9:30 am-12 pm	Dist. 3	2 1/2 hr.
Jan. 23/95	12:30 pm-1 pm	Dist. 4	1/2 hr.
Jan. 23/95	1 pm-3:30 pm	Dist. 5	2 1/2 hr.
Jan. 24/95	9 am-10:30 am	Dist. 6	1 1/2 hr.
Jan. 24/95	10:30 am-11:30 am	Dist. 7	2 hr.
Jan. 24/95	1 pm-2:30 pm	Dist. 8	1 1/2 hr.
Jan. 25/95	9 am-11 am	Dist. 9	2 hr.
Jan. 26/95	9 am-10:30 am	Dist. 10	1 1/2 hr.
Jan. 26/95	10:30 am-12:30 pm	Dist. 12	2 hr.
Jan. 26/95	1 pm-2 pm	Policy	1 hr.

These meetings will be completed by the time this article is printed. I will be coming around personally to provide information to the people directly involved.

Sick And Accident And Workers' Compensation During SPA Week

On Monday, Jan. 9, 1995, the Shop Committee was notified by the Company that it is prepared to waive the provisions of Paragraph 5 of the Appendix Q of the Master Agreement for the 1995 calendar year, meaning that the same rules pertaining to the 1994 calendar year will be in effect. (5(a) Appendix Q of the Master Agreement). If you collect either of these benefits during your SPA week you still qualify for your SPA entitlement.

If you need any clarification on this please call your committeeperson or myself prior to SPA week.

Elections

There are many important positions to be elected this year. These elected representatives will have a direct effect on every aspect of your working life in General Motors. They will be negotiating everything from your working conditions here in the plant to medical coverage outside the plant, from your layoff and recall rights to your pension incentives. Therefore it is very important to take an interest in who is running and what they have to offer you. Will the candidates have a direct interest in the membership, or will they be lining their pockets until retirement? Will they be accessible and accountable or will they sit in their offices blaming everyone else for your problems?

This is the first time in the history of these elections that we have an outside governing body counting our votes to make it a fair race. Let's get out there and elect responsible, accountable representatives.

May I suggest that when you do get your ballot, that you take it and fill it out at your leisure, then return it when you've had time to really look it over.

If you need to contact me or require any assistance you can reach me at the CAW office above the medical centre in the truck plant, office 644-4646 or 644-5659, pager number *97-8568. 🍀

R

REPORT

District
9



Outlook Positive For All Our Areas

By Jim Mitchell

District #9 Committeeperson, Fab Plant

WE ARE ONCE AGAIN APPROACHING THE SHOP Committee elections. These elections were conducted three years ago and were a complete disaster. After going through a court battle, accusations were made of cheating and stuffing ballot boxes. Our elections now are conducted under the supervision of an independent auditor.

We are all aware of the black mark left on our Union during and after the courts' settling this issue. You can now feel confident when casting your ballot it will be counted the way you voted and won't be lost or misplaced.

We are entering a new year in our plant and things at this point are looking pretty good for the future. We are confident that in the future with our experience and quality that we will get more business. This in turn secures our jobs and can create new ones meaning better job security for our members. The RIM area is now getting out of some of its problems. The process will eliminate a lot of repairs, which can also help secure jobs and possibly create new business. The outlook for all our areas is looking very positive. With ongoing meetings in the plant we are sure most of our concerns on the shop floor will be addressed.

So remember if you have a problem or need some answers don't hesitate in stopping or calling myself or your committeeperson and we will do everything possible to help you. 🍀

Support Your CAW Dental Centre

579-8730

Chairman: Orville Faught

6 General Practitioners

1 Oral Surgeon

1 Periodontist

Improved Communications

By John Scanlan
District #10 Committeeperson

A NUMBER OF YEARS AGO the Company removed our alpha numeric pagers. As the district with the largest population and the largest geographic area to deal with, this type of pager is an excellent communication tool. I recently acquired this type of pager back. the number is 1-800-268-7124, ID #1655. You can now leave a complete message for me to call you at home or at an in-plant phone. This still takes *97-1655 calls. The big plus is this also removed the shop floor politicians' ability to tell you I don't answer my pager, I do.

Buzz Does It Again

The recent policy positions of our National President Buzz Hargrove in regards to gun control is just one example of the type of issues that upset our members, who have distinct, defi-

nite opinions on gun control. I was very pleased to see so much opposition to our president's position on this matter. I would like to see this type of frustration repeated against a more recent letter sent to our Shop Committee on the position of the National Union regarding continental work week, weekend workers and elimination of overtime. Keep this in mind once the issue is made public.

Grievances

Once again, the shop floor politicians are telling some of you that I am not sharing with them, the status of your grievances. Prior to being the target of having articles cut, I was writing a series of articles on the grievance procedure. I would like to invite you to call me if your committeeperson cannot tell you where your grievance is, or if you

REPORT

District
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question their explanations. Call my home at 905-263-4075 and leave the info on "The Grievance Line". I respond as soon as possible.

Construction Losses

I want to mention the recent passing of two electricians from 49C, Bill Law who passed away in December, retired from the N.P.S. and his nephew Al Telfer who died suddenly in January. Both these people were easy going, caring people, who will be sadly missed by their family and friends. I must also mention another individual from the clerical staff who also departed recently, Frank Duval. Our sympathy goes out to their families. 🍁

Opening Ceremony, January 8th, 1995



*Oshawa
moves into the 90's
with "GO" rush hour
transit service.*



Elected Reps Involved In Negotiations

By Steve Bobas
Committeeperson, Zone 7 Body Shop

RREPORT

Zone
7

THE SHOP COMMITTEE ELECTIONS ARE TENTATIVELY set for early March. These elections provide you the membership an opportunity to elect the representatives that you wish to negotiate your contracts in the upcoming contract talks in 1996. I would like to inform the members of the Body Shop that I intend to run for District Committeeperson in District #2 BIW, and with your support, I hope to be one of the members of your negotiating team.

The District Committeepersons are involved in negotiating the Local Agreement as well as the District Working Conditions Letters for each of the 13 Districts. Ironically, many of these letters are vastly different in the way they handle different concerns. What this in effect creates is 13 sets of policies under one complex. Although each area has its unique problems, I propose that a vast majority of these letters need to be eliminated and the Shop Committee should begin shortly after these elections to focus some attention on creating a uniform set of rules on concerns in all Districts (example, uniform job posting agreement) and place these consistent policies into the Local Agreement. The district letters by themselves are not arbitratable, but by making them part of the Local Agreement, they would then have the "teeth" necessary in the grievance procedure.

Another area of the present collective agreement that needs attention is non-supportive language. There are many areas in the agreement where there is no actual language in place covering practices that have been ongoing for years. It is not good enough for our Committee to simply hope that any practices in place shall remain intact, but rather we need to close the doors on any potential for GM to close its past practice on our members' rights that they may presently enjoy. The best example of this is personal relief. The company moved to mass relief arguing that there is no language stipulating how relief shall be provided. We are still fighting this issue, but other locals in the CAW have successfully beat their employers, but those Locals had language in place to stop the Company from merely referring to management's rights under Paragraph 4 of the Master Agreement.

The present backlog of grievances in procedure and especially those slated for arbitration has created a serious problem for our membership. The company has used this backlog to its advantage, in some instances terminating members unjustly or handing out lengthy suspensions knowing our members will in many cases not disagree since the fourth steps and arbitration

mean a long wait with no resolve or money. For example, if GM wants to issue lengthy discipline and they terminate someone unjustly, the member, knowing he has a good case, most of the time cannot sustain the financial burden a long wait to arbitration will impose. Instead, they reluctantly agree to a suspension rather than lose benefits and wages waiting for their day in arbitration. Our Union needs to address this problem by placing the desire for a quick resolve back on the Company. By establishing language that ensures benefits and wages during terminations and lengthy suspensions, it is now the Company that will want to proceed in a hurry. This concept is not new. Surely everyone has heard of police officers and others who have been "suspended with pay". We must move from the concept of guilty until proven innocent, to innocent till proven guilty.

Finally, although no one would disagree that Human Rights, Employment Equity, Women's Issues and Political Action etc., are important issues to members and the CAW in general, our members on the shop floor are becoming increasingly angry over one area the CAW has not been putting much attention towards. That area is shop floor working conditions. While the National Union tries to correct all the problems in society, they are not addressing the problems faced by working members on the shop floor on a daily basis. It almost seems their concerns have fallen by the wayside. It is not acceptable for Union representatives to inform their members that language is lacking, while the Corporation loads jobs down to the breaking point. This set of negotiations, the union **must** finally take a stand for the members on the shop floor and look after their concerns by negotiating a set standard of job content that ensures a truly **normal** workload with necessary idle non-value added time for our members health and well-being.

In closing, I would like to take this opportunity and thank a very hard working member of the benefit team, Doug Sanders. Doug has done an exceptional job and each of you who have benefited from Doug's quick response to your concerns about UIC and SUB would have to agree that Doug Sanders truly works hard for the membership. With that said, I hope all of you do what is right, and help elect Doug in the upcoming election as he has proven beyond doubt that good representatives are truly appreciated by all of us. Good Luck Doug!

Till next time, so long! 🍀



*"we must move from
the concept of guilty
until proven innocent,
to innocent till
proven guilty"*

ATTENTION OSHAWORKER WRITERS:

**Submissions to The Oshaworker should be
double spaced and no more than 750 words
or three typewritten pages long.**



Support Oshawa Independent

By Tony Leah, Committeeperson

THE WORKERS AT THE OSHAWA *Times* were slated to be the latest victims of the Thomson Empire's "corporate greed world tour". To Thomson a newspaper is not part of a community, it is a source for profits. When there is more money to be made elsewhere, the newspaper is folded up and Thomson walks away with the money, leaving behind the wreckage of workers without a job, and a community without a soul.

In Oshawa, Thomson has found workers and a community who refuse to be victims. The workers at the *Oshawa Times* would not be blackmailed into accepting a three-year wage freeze. More importantly they have also refused to accept Thomson's subsequent decision to close the paper.

An "Independent" Paper For An Independent City!

The first action of the former *Times* workers when they went on strike was to start the *Oshawa Independent*. Now, after only 14 issues, the *Independent* is already a far better paper than the *Oshawa Times* ever was under Thomson's ownership.

The *Independent* is gearing up to go daily, and your support is needed. Please buy a subscription, and urge your neighbours and co-workers to do the same. A community-based paper with local news that is friendly to the workers of the Oshawa area was a pipe-dream a few months ago. If we all get behind the *Independent* it will be a reality tomorrow.

Gun Control Update

My motion to send a letter to Buzz

Hargrove opposing Allan Rock's gun control bill was passed overwhelmingly at the Local 222 meeting on January 5, 1995. (I had originally intended to present the motion at the December 15, 1994 GM unit meeting, but the agenda at that meeting was changed to deal solely with the pension deals for Frank Taylor, Ken Sutherland and Bruce Adams.) I was really pleased that a large number of people showed up to support my motion. Several of them went to the microphone, even though they don't usually speak at Union meetings. Their remarks were ob-

"The Independent is gearing up to go daily, and your support is needed"

viously heartfelt, and had a great effect on the motion. I especially want to thank Zone 50 members who attended the meeting. In the end, only two people in the hall voted against the motion. Tooling Committeeperson Dan Lawson spoke well and also distributed post cards for people to mail to Allan Rock.

An amendment to the motion by Malcolm Slater to send copies of the letter to the media and to all CAW Locals was also carried.

Al Telfer

I want to express my deep condolences to the family and friends of Al Telfer, who passed away in his sleep on January 5, 1995. Al was an electrician in the Car Body Plant construction crew for many, many years. He was one of the workers upgrading cubicle breakers the

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Zone
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day of the accident that killed Larry Bews. It is a sad shock to lose Al at the young age of 51. He will be missed.

Bill Gillman, Bob Schoenaur Retirement

I have been to a number of retirement parties, but one of the nicest was held at Corky's on December 13 to mark the leaving of Bill Gillman and Bob Schoenaur. It was a time to celebrate and have fun, and meet with old and new friends from the plant.

I especially want to thank Al Denault for making sure this event happened and seeing that it was so wonderful.

Worked to Death

The following item appeared in the *Globe and Mail*, November 21, 1994:

"Dying of Overwork — A Japanese company has agreed to pay compensation to relatives of an employee who died of overwork.

Tsubakimoto Precision Products has pledged \$510,000 in an out-of-court settlement to the family of Satoru Hiraoka, who died of heart failure in 1988 at the age of 48.

The Osaka-based ball-bearing maker also apologized for not being considerate enough of Mr. Hiraoka's health.

Mr. Hiraoka's family said he had been working 50 to 60 hours a week. He had worked 49 days in a row at the time of his death." ❄

Employee Counselling Program

Located at Park Road and Wentworth St. (old Genauto Building)
to confidentially assist you or your family to solve any type of problem.

This program is also available to retirees and spouses. Call:

John LeSurf,
CAW Union Counsellor,
644-4282

Orville Faught,
CAW Union Counsellor,
644-4283

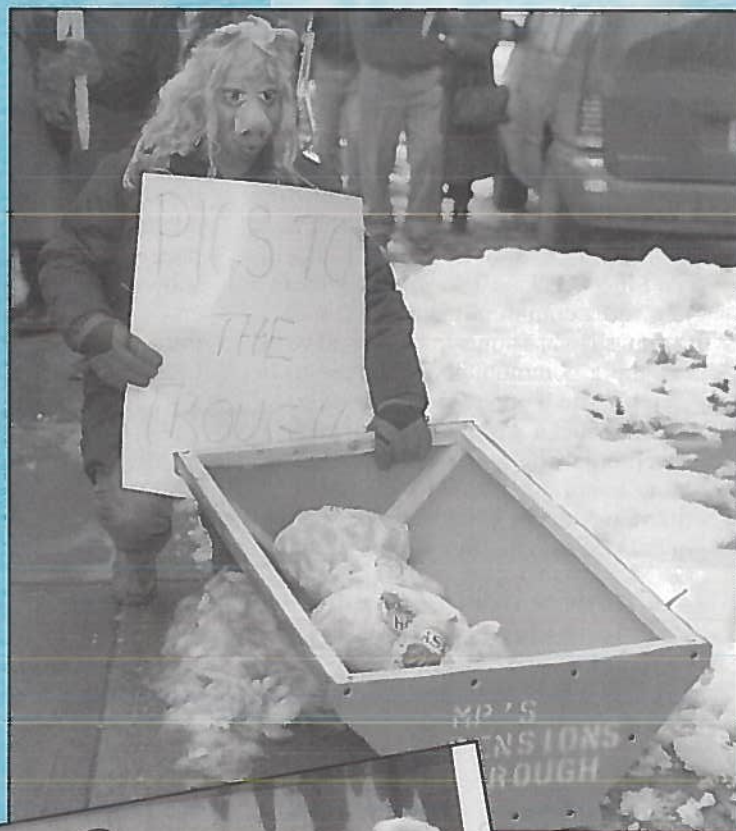
In December, after the announcement of the proposal by the Federal government to make cuts in the UIC benefits, some Durham unions including the CAW participated in a protest against these cuts.

The participants marched down King Street to Ivan Grose's office to hear various speakers talk against the cuts.

Having various unions in the Durham area in attendance, mainly Local 222 members, we attempted to send a strong message to the Federal government not to implement any changes to UIC benefits.

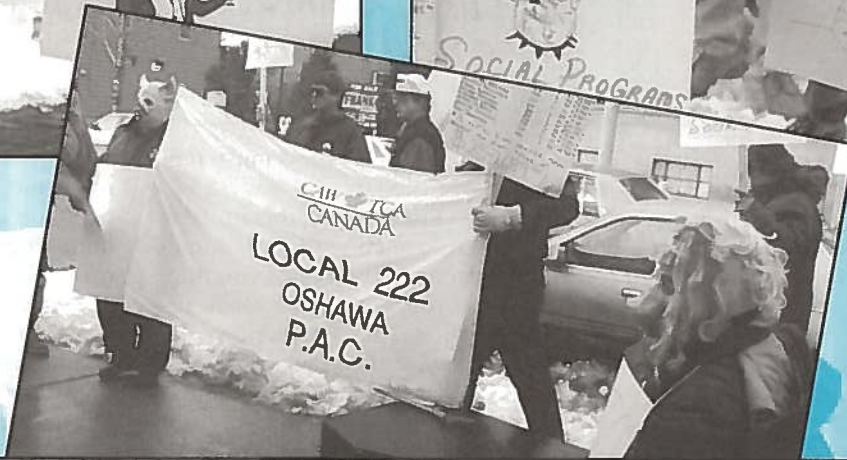
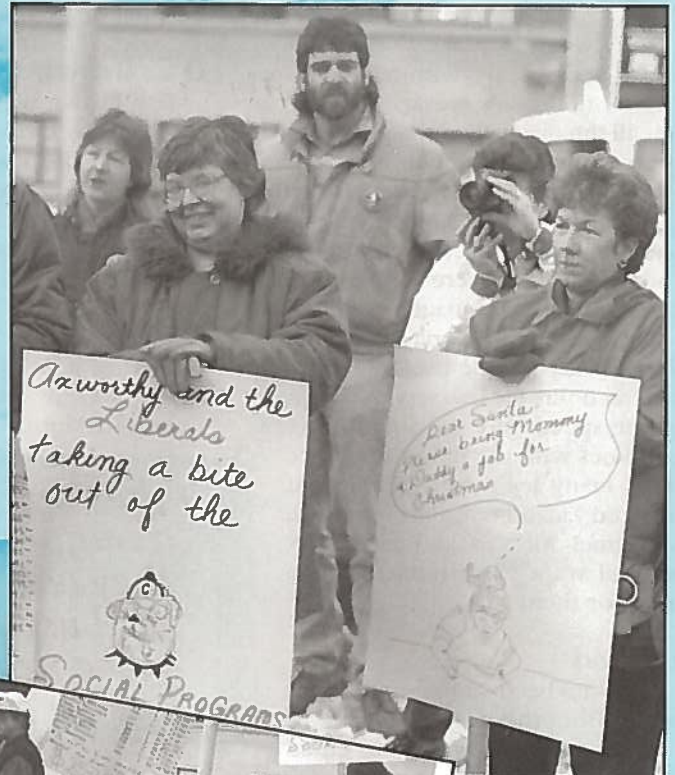
Let's keep making our voices heard. 🍁

Protest



UIC Cuts

By Karen Dolan



*At right,
Allan
Pilkey
addresses
protesters.*

Unfair Treatment

By Ron Carlyle
Committeeperson and GM Unit Executive Member

YOU WOULD THINK MANAGEMENT in Department 94 would want to make their employees happy with all the overtime being worked in the area.

After all the majority of the people have been working their lunch hours, mandatory overtime and Saturdays for quite some time now. Most companies would thank their employees or reward them in some way. Not here though! To reward them upper management decided to take away the cafeteria ice machines, (which many people use), shorten the cafeteria hours for less service, increase the line speeds, are refusing to review disciplines with the union, and have forced many legitimate people out on forced vacations against their will.

Imagine! All this and more, yet they still want us to jump through hoops for them.

First Aid

There has been strong suggestions coming from the head medical centre that a reduction of services could happen in the first aid centres throughout the car plants.

Apparently they are considering taking out the heat linament rub and aspirin and selling them in the cafeterias and letting the people apply the rub to themselves, etc.

The company says its a cost savings to them instead of handing these two items out freely.

What it sounds like is we could do with less service (cutbacks on staff) the fully qualified nursing staff issues to injured workers who need looking after from time to time.

Let's hope the company does not go this way for it would be an inconvenience for injured workers going to first aid for a required visit then finding out they no longer can get the same assistance such as rub downs or headache medication then return to their jobs.

If this be the case, would it be more convenient however to state your injury then have to be sent to the emergency unit of the hospital for appropriate coverage, etc?

Could the company afford having

employees going back and forth to the hospital on company time?

Dan Brown Case

Dan Brown was one of the individuals that was charged with sabotage in the Plant 2 Paint Shop back in December of 1992 and wrongfully discharged by the company.

Since then Brother Brown and his family have been going through a living hell.

Last November Brother Brown was proven in a court of law that he was "100 Per Cent" innocent of all charges. Generous Motor's however still won't

*"if the commission find it
a major cost savings
they will move these
well used services to
a central location
in Toronto"*

reinstate him because they must feel they are above the law.

The reason I'm bringing this up is, it could happen to anyone of us. If someone in management didn't like you they could charge you with some made up lie or assumptions (like Brother Brown) and discharge you thus making it very uncomfortable for you and your family.

In the beginning a few people took a look at the above mentioned case and without knowing the facts made their own judgement on favouring the companies version. Now, however since his case has been won in a court of law, many of these people have seen the other side of the story. His case is now at arbitration and is awaiting a decision. Hopefully he will be reinstated with full back pay so he and his family can get on to work and rebuild the holes in his life this horrific misjustice has caused.

Easy to Criticize

Now that there are elections coming in the next months time frame, you can start to see some individuals running around Department 94 Hardware

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area trying to downgrade their elected rep on the District level.

Some of the criticism is against the job posting agreement which was renegotiated last March. Yes this new posting agreement is not perfect. It does however address more moves in the department than the previous agreement and also opens new ground on cross shift posting which has never been accomplished before in Department 94.

If you listen to the people who are criticizing it, you must figure that when you negotiate with management you "get everything you ask for". But then if you are agreeing with these people you probably still believe in Santa Claus as well.

Lets get off the crap! This is the largest production district in all of Oshawa, with less union reps than most other areas have, so yes we are not going to get everything asked for, its just impossible. Representing 1,500 people, it is difficult to please everyone. However there is continuing dialogue with management to try to improve all aspects of the posting agreement.

I can assure you (District # 4 employees) that you are well represented at union meetings by your district. I know for a fact all district committeepersons can't make that same statement. Please don't be fooled by cheap talk. Let the records of performance speak for themselves.

UIC Oshawa

It looks like the Unemployment Insurance Commission is having a look at restructuring the way it handles business out of the Oshawa office.

Apparently they have hired some fancy firm to look at ways of slashing the service out of the new building on Williams Street in Oshawa. Thus moving some of the personal services such as the front desk and phone answering departments. If the commission find it a major cost savings they will move these well used services to a central

Continued on page 27

Hiring Process Shows Disregard

By Scott Kuyt
Zone 58 Committeeperson

ALL OF YOU SAW THE NEWS on the trade centre hiring. Hiring is an encouraging thing but I found it sad that so many people were willing to stand in the freezing cold for even the slightest chance of a job. Some of the people I talked to said that over night they were afraid because of the fights and trouble caused by the lack of security.

The way the whole thing was set up shows the same disregard that we see everyday in the plants. For example, GM expects a now older work force to work harder than they have ever

worked before, which gives them less time to do their job.

I am sure the final number of people that applied was never expected, but I feel more police could have been hired and a more relaxed and extended hiring process could have been used. When you tell people that they have from eight to four, you create this kind of madness. GM can afford to run things better than this when I know for a fact that \$600,000 was lost in the Paint Shop because a valve was left open. Through the poor design the paint ran down the drain. If these losses can be tolerated,

RREPORT

Zone
58



then why are working conditions so hard to improve.

Shop Committee Elections

The upcoming elections brings a so called changing of the guard, a positive change I hope and a change I hope to be part of myself. The committee that you elect will be the one that will be going to contract to get back the things we lost in the last set.

If you need a union card or a change of address in order to get a card contact your rep as soon as possible. ♣

Unfair Treatment

Zone 62 Report — continued from page 26

location in Toronto. This no doubt will decrease the service for people who use it in the Oshawa area and surrounding communities. It will also greatly effect all of the CAW members who collect benefits from time to time as well.

The Oshawa office has recently improved its services to the people who use it, after all the people who work there have been working under the same wage freezes for years. They also have been short staffed but still have managed a reliable service to us, most of the time.

It may not affect us as members in car plants now since the car industry is booming again. But no doubt we will need this much needed service in the future.

I hope the head of the UIC Commission understands it would be a great disservice to all of us here if this proposal goes through, not just GM workers but the entire community.

SPA Change

As of the first of the year the company has waived the clause (Appendix Q) on collecting benefits on your SPA week. For the 1995 calendar year you can continue if need be receiving S&A or Workers Compensation benefits while on your SPA week. These SPA hours missed will then be credited to your PAA hours.

In closing on a sad note from all of us in Department 94 our condolences to the Getz family and friends. Ken will be greatly missed.

Please make sure you have your 1995 union card, you will need it to vote in next months election.

Until later have a good day. ♣

Be There!

The 9th Annual
**LARRY BEWS
Skilled Trades
Hockey Tournament**
will be held at
Newcastle Village Arena
Saturday, April 8 and
Sunday, April 9, 1995.

Both "Open" and
"35 and over" divisions
will be selected in an
open draft by team
representatives.

In order to have enough
lead time, entry forms
must be received by
Al McPhee
at GM Mail Code 062-902
complete with entry fee
by February 28, 1995.

**Come out for some family fun
— make plans now!!**

Chaos Could Have Been Avoided

By Dave Sitaram,
Zone 35,

Battery – Tri-Link – Control Arms – South Stamping – 44-D

RREPORT

Zone
35

WITH THE SHOP COMMITTEE election just around the corner, it is my hope you won't see any garbage leaflets in the plants. I am referring to, of course, the ones that degrade other candidates.

These leaflets only assist the company in dividing the membership, and quite frankly our membership is fed up with this approach.

I would expect all candidates will stick with the issues, and inform the membership he or she represents how he or she intends to represent them for three years.

The Chairperson, Area Chairperson, Districts, Pension, Benefit, and SUB reps are all up for elections. It is virtually important for you to take the time to find out what the candidates are all about.

Those who are elected will make up your bargaining committee at the next set of contract talks in 1996.

It is important we elect experienced and dedicated leadership who will speak for you and be there with you

for the next three years. It is a three year term not two months prior to election.

In order for our union to be successful at the next set of negotiations our representatives must be fully aware of the issues on the plant floor.

You can only gain that knowledge by being on the floor and hearing it first hand.

In our own District I am making you

***"there is no reason
why people could not have
mailed their application back
to GM"***

aware I will be a candidate for the District job. In my inplant report I will go into more details.

I believe the chaos which was caused in Pickering for people lining up to get applications could have been avoided. There is no reason why people could not have mailed their application back to GM, this would have drastically reduced the time in line.

I am positive the corporation wanted the maximum publicity and they certainly received it at the expense of unemployed Canadians.

I was extremely angry when I heard a chosen few were told to show up at the employment centre and pick up applications, waiting only a few minutes. (Talk about Double Standard.)

Around the Zone

Our congratulations to Brother Gord Tough, and Brother Alfie Warrell on their retirement in Battery.

Our South Stamping Brother Ron Philips retired and is probably some where down south golfing.

Once again all the best from all of us.

On a sad note Brother Al Bertrand, Brother Bob Cole and Brother Bob Taylor lost family members, our sympathy and condolence go out to these brothers and their families. 🌻



PROBLEMS?

Alcohol and/or Drugs CAW-GM Substance Abuse Program

For Help, Information, Etc. Confidential CAW Reps

Lorne Hurren: 579-5497/In-Plant 644-7488

North Plant Medical Centre: 644-5146

Karl Kinney: 705-324-5275 or 644-3724

Doug Cameron: 725-1668/In-Plant: 644-3723

South Plant Medical Centre: 644-6093

Matt Ryan: 433-7679/In-Plant 644-5967

Truck Plant Medical Centre: 644-7080

All Can Be Reached at Union Hall: 723-1187

Congratulations To The CAW Local 222 Women's Committee

Dear Editor:

I must congratulate all the sisters of the Women's Committee of CAW, Local 222 for organizing the commemoration day to end violence against women at the CAW, Local 222 Hall on December 6, 1994.

We cannot predict what life holds in store for us, so we should be properly prepared to face any eventuality. I sometimes think that women should be appreciated for their countless contributions to this local and society at large, as "Appreciation is Creation".

The date, December 6 is a Nationally recognized day of commemoration and action to end violence against women. "It recalls the grievous toll that acts of violence, especially violence against women, take on our society", said our Prime Minister, Hon. Jean Chrétien.

To commemorate this day, the Women's Committee of Local 222 had planted a tree at the CAW Local 222 Union hall in memory of all those who have lost their lives due to violence. There were about 75 (seventy five) people including Hon. Allan Pilkey, MPP for Oshawa and Minister without portfolio and responsible in Municipal Affairs, who participated in the vigil to "End the Violence", but participation from the local membership was very poor.

"Women are the victims of harassment, abuse, and violence", said

Dianne Robinson, (a CAW Local 222 Executive member) in her opening remarks to the audience. She said that the fight is on and no more sugar and spice and everything is nice.

Mayor of Oshawa, Nancy Diamond shared her experience and concerns, how she was mugged on a Sunday while going to work last year. She said that since that incident, she has lost her sense of security in this great city.

Winnie Ng, a social activist who deals with human rights and employment equity issues in her address to the audience said that it's not only 14 women to be remembered today, we should remember all victims of violence. The issue is society's tolerance of violence against women.

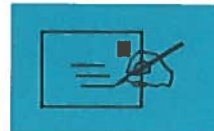
I think, participation is the only

way for the Executive and the membership of our local to show support and respect to those who have lost their lives as a result of violence, as all voices are needed to create the political will needed to affect real change.

Sisters, you have done a wonderful job and I wish you all a success. Once again, congratulations and keep it up. I thank sister Kathy Fowlie for reaching out to members in the Trim & Hardware department.

In closing, I wish Women's Committee a very happy, prosperous and successful 1995.

In solidarity,
Ramesh Syal *



The opinions expressed in this paper are not necessarily the opinions and views of the Editor or the Editorial Board or Local 222 CAW.

Every month The Oshaworker receives many interesting letters which we'd like to print — but can't. Please sign your letters to the editor and include your printed name, address and phone number.

E

DITOR



Letters To The



Moe Bryan,
Oshaworker Editor

BACK A WINNER

Subscribe to The Oshawa Independent

The Oshawa Independent is going to be a winner and now is the time for the community to sign on for season tickets.

The Independent, now published Tuesdays and Fridays, wants to go daily in the new year.

But we need your support, starting right now.

We are kicking off a major subscription drive over the next two weeks. We want to find at least 20,000 residents who want to read community news and sports, along with happenings around Ontario, Canada and the world, six days a week.

All we need from you is a \$10 commitment. For that small fee, you will get the first six weeks of The Independent delivered to your home. (Each \$10 commitment will be held in trust and is refundable should be fail to reach our goal of becoming a daily newspaper.)

Here's your chance to get involved in saving a piece of Oshawa's identity, its daily newspaper.

You can place your order in person at 44 Bond St. West or fill out the information in the space at the right and either fax or mail it to 8 Midtown Dr., Suite 219, Oshawa, Ontario L1J 8L2, fax (905) 436-9457. Please make cheques payable to "The Oshawa Independent"

Name

Address

City

Postal Code

Phone Number

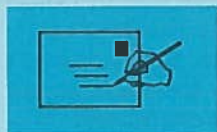
Visa/MC

Expiry Date



Letters To The Editor

continued from page 29



Time To Give Recognition Where It Is Due

Dear Editor:

Having eclipsed 39 of my 55 years on the work force, 25 in Firestone and 14 in GM, I have seen many changes in attitudes.

Attitudes between employer and worker. Attitudes between union and union member. I know that it is the worker who is used as a pawn when the going gets tough. It is time to give recognition where it is due, and back up those on the line. Apathy will prevail when those who are comfortable tend to forget those on the front line, the workers.

With the elections on the horizon, I hope attitudes will change for the better. As Brother Ron Carlyle said in the last *Oshaworker* Issue. "The constant fighting and bickering has to stop." It is now time to take this repeated fact seriously.

Take Care.

Herman van der Veen

PS: I want to thank all my friends in GM, not to forget Lynn and Patty in Dept 94, for the great send off on October 21, 1994. I will never forget your kindness. ♣

Sudbury Labour Writer Remembers Local 222



At the CAW Council meeting in December I was pleased and surprised to find some brothers from Local 598 selling copies of a new book by Jim Tester. Local 598 is the "Mine Mill" Union in Sudbury, who joined the CAW after 100 proud years of making history organizing miners. Jim Tester, millwright and former president of Local 598, became an award-winning columnist for *Northern Life* after his retirement in 1974. During the time I lived in Sudbury (1975-1978) I knew Jim, and many of the unionists he worked with and wrote about. His weekly column was a beacon of working class wisdom and common sense.

His book, "Son of a Working Man", is a collection of the best of his 20 years of writing "On the Anvil". I heartily recommend it to anyone who values the heritage and history of the pioneers of the labour movement.

To give you a taste, here is a column Jim Tester wrote about a Local 222 membership meeting in 1941. At the time Jim worked in the General Motors West Plant tool room:

"Breakthrough Strikes Remembered" (August 11, 1982)

I have not seen him for a good many years, but I sometimes think of an old friend, Bill Leslie. In the mid-1930s, he and I belonged to the Workers' Sports Club at the Finnish Hall in Kirkland Lake. Bill was born and raised at Wick, in the north of Scotland. He was fair-minded, an excellent gymnast and a good house painter by trade. Like most Scots, he had strong opinions and was prone to arguing.

I nicknamed him the "Super Pessimist" because he adamantly declared it was impossible to organize the miners of Kirkland Lake into a union. He used to say to me, "You are wasting your time. Not only are there very big racial and religious differences, but they are too ignorant and backward." Then we would get into a hot and heavy argument about educating the working class. Often a group of us would argue for hours at the Finnish co-op boarding house, where a lot of us ate our meals. The food was good and cheap. Talk was even cheaper.

I was often called an idealist and an optimist. It is true I underestimated the difficulties in unionizing the workers in

Kirkland Lake. It took a lot longer than I had thought it would, but the union did come to Kirkland Lake. During the cold winter of '41-'42, the miners of Kirkland Lake conducted a strike that made history. It was one of the most heroic struggles in the annals of labour. So great was its impact, that it shook the government of Canada. The strike was defeated, but the federal government, in its infinite wisdom, passed a law, PC 1003, which guaranteed Canadian workers the right to organize unions of their choice.

From such experiences one draws conclusions. It is clearly wrong to idealize workers. They are not without their weaknesses and frailties. Like everyone else, they make mistakes and suffer errors of judgement. Taken as a class in our society, they have good sense and an instinct for justice and decency that is possessed by no other social class. One incident in the Kirkland Lake union struggle convinced me of this contention.

The famous Kirkland Lake strike began in the late fall of 1941. It was led by Local 240 of the Mine-Mill Union. It was against 12 gold mining companies in the district. The issue was union recognition and, with it, the right to collective bargaining. When the Kirkland Lake strike began, I was working in Oshawa, some 400 miles to the south of that mining centre. The auto workers in the General Motors plant in Oshawa sensed a historic battle was taking place in Northern Ontario. They knew the meaning of a strike. They had made history themselves, four years earlier, in the mighty GM strike of 1937. Theirs was the first big breakthrough for industrial unions in Canada.

A special spokesman from the Mine-Mill Union came to Oshawa to appeal for financial assistance. He addressed a meeting of Local 222, United Autoworkers' Union, telling of the great fight by the miners and their wives in the sub-zero weather of Kirkland Lake. He said the strike was solid, but it was apparent the mining companies were determined to freeze the miners back to work. Local 240 needed financial help, and they needed it badly. With very little debate, the meeting of auto workers decided to send \$1,000 from the local union treasury to the strike fund of Local 240. Following that immediate action, the shop

Continued on page 37

What A Party!

by Viola Pilkey, Publicity

IF YOU WEREN'T THERE YOU missed out on a wonderful evening. With the women in their party dresses and the men in their Sunday suits and ties, the 1994 Christmas Dance was a "Ball". Hard to believe that these were the same brothers and sisters seen dancing nearly forty years ago in the Union hall on Bond Street. Keep on trucking! One "young" lady was seen dancing with her snow boots on. Rumour is that she just forgot to put her dancing shoes in the car. Sound familiar?

On the counter helping at our Christmas Dance was Local 222 President, John Kovacs, Secretary-Treasurer, Dave Broadbent, Gene Bergeron and Bill Clarke.

Brothers Kovacs and Broadbent were assisted by Retirees President John Redko, Gord Pilkey, Russ Rak and Viola Pilkey on the platform.

Vouchers donated by CAW Local 222 were won by Mary Karnay, Fran Bradley, Bill Edgar, Art Kitchen, Joe Fehrenbach, John Norris, Angie Wolf, Dorothy Dickey, Bernard Greeley, Ken Living, Irv Estabrooks, Len Saunders, Harry Birkett, Stan Krupop, Marielle Mohun, Tony Kreig, John Pendergast, John Greenwood, Ruth Hazelton, and Alberta Hurst.

Other prize donors were CAW National Union, Sister Dorothy Kitchen, Louise and John Kovacs, Sharon and Dave Broadbent, Gene and Louise Bergeron, Custodians, Jim Campbell, Ron Moran and Paul Duffield and Daley's Renovations.

Lucky winners for the above were: Bob Phinney, Joe Chaput, Lorraine Daley, Glen Turney, Ester Smith, Emilie Greenwood and Frank Czappek.

A tremendous thank you to Recreation Chairperson Gord Pilkey and his committee, the officers and members of Local 222 for their year long courtesy and co-operation, to all our prize donors and Santa Claus. Everyone in attendance received a pen courtesy of the Local. Thank you!

A very special thank you to the Family Auxiliary, especially those sisters who

gave of their time to prepare and serve a delicious lunch, truly appreciated.

May I remind you that our **Valentine Dance** will be held on Friday, February 17, 1995. Tickets go on sale Monday, February 13, 1995. Don't miss out on the fun.

It is nice to see a few new faces at our Tuesday afternoon euchres of each week commencing at 1:00 pm. Join in.

Meeting Notes: Well it is now January and our first meeting of the year was very well attended.

Two new members, Brothers Ron



Philips and Claude Bourgeois were welcomed into the Chapter by President John Redko.

Mr. Ed Sarnecki, and Brother Joe Worona of the Autoworkers Credit Union addressed the meeting followed by a question and answer period.

Donations were made to the Jim Kinlin Swim — Leukemia Research Fund and to Sister Earline Fogal who will be participating at the baseball tournament in San Antonio, Texas in May. Earline is the only Oshawa member on the Senior's Canadian Olympic Softball Team. Best of luck!

CAW Retirees' CORNER



A letter will be sent to the Provincial Government requesting that negative billing in Ontario not be allowed. This letter is in addition to the letter that was sent by our Chapter previously concerning the increase in cable rates.

On a suggestion from Brother Bill Clarke, a jacket will be drawn for every meeting as an attendance prize. Members will be allowed to win only once.

Brother Redko gave a report on the recent CAW Retirees Council. He noted that National President, Buzz Hargrove and National Secretary-Treasurer, Jim O'Neil will be visiting us in the near future.

Brother Roy Fleming gave his usual colourful Environment Report noting his concern of the water table going down; this puts the crops in jeopardy.

Sister Viola Pilkey will represent the Chapter at the January meeting of the

Oshawa Senior Citizens Council of Presidents. Brother Russ Rak, Secretary-Treasurer gave the Sick Report in the absence of Brother Pat Bell. Our get well wishes go to Sister Anne Pope in the hospital. Sister Pope was in attendance at every meeting.

A discussion was held on the funding of pensions.

In case you're wondering who the "young" woman was, dancing in her boots — "yours truly".

Till the next time. Keep Active. Keep Smiling. ❄️

BIG SISTERS There Is No Friend Like A Sister!

Big Sisters Newcastle-Oshawa-Whitby is in need of more volunteers from our community of Whitby, Oshawa and area. For your convenience, we will be holding our monthly orientation meeting on February 15, 1995 from 7 to 9 p.m. at 555 Wentworth St. East, corner of Wentworth and Wilson. If you can spare 3-4 hours a week for a commitment of one year, to give friendship to a child or youth, please call 436-0951 for more information.

Friendship is a treasure... let it be your gift.
Be a Big Sister and Grow a Friendship

Door Line Workers Win Suspension Appeal

RREPORT

Health & Safety

By Paul Goggan

CAW Certified Health & Safety Representative, Car Body, Hardware, Paint



ON BEHALF OF THE PLANT One door line workers I have successfully argued our case against lawyers from both General Motors and the Ministry of Labour.

I would like to thank all the workers on Plant 1 and 2 door lines for their support with this case. With the help of Committeeperson Gord Dennis, 61 workers and myself filed this appeal.

Everyone believed what the Company wanted the workers to do was unsafe. But GM with the help of the Ministry of Labour forced the workers to work unsafely.

The Adjudicator ruled in favour of the workers and with the help of their Union the workers won their case. This case proves that if workers stick together you can beat General Motors. The full decision is printed below.

Decision

This is a request, by CAW Local 222 (the Trade Union), for a suspension of a compliance plan presented by General Motors of Canada Limited (the Employer) on November 21, 1994 to the Ministry of Labour and accepted by the Ministry as compliance with an Order issued by the Ministry on November 16, 1994. The Trade Union seeks the suspension of the compliance plan pending a hearing, scheduled for January 3, 1995.

Very briefly, the facts are as follows. On November 15, 1994, there was a work refusal on the trim line at the Employer's Plant 1 in Oshawa. Workers were concerned about car doors falling off the Automated Monorail System while workers attempt to install door trim. At issue was the fact that bolts, which affix car doors to the car door carrier, were either missing or loose, when they arrived in the trim area. The matter was dealt with internally; the interim solution pending an investigation by the Joint Health and Safety Committee was to have a "spotter" in place to ensure that bolts were properly affixed to the car door carrier.

On November 16, 1994 there was

another work refusal and the MOL issued an Order requiring the Employer: to ensure that when the doors are placed on the carriers that the restraining bolt is in place so as to prevent the door from falling.

The Employer was to comply by November 23, 1994; pending compliance, the Employer was ordered to place a "spotter" in a position so as to ensure that the bolt had been properly affixed.

On November 21, 1994 a compliance plan was presented by General Motors and accepted by the Ministry of Labour as being in compliance with the November 16, 1994 Order. It is unnecessary to set out the entire plan, which is

"everyone believed what the Company wanted the workers to do was unsafe"

basically a procedure for requiring the trim workers to do a visual inspection, prior to commencing work on the door, to ensure that the bolt is properly in place. To make that task easier, all door carriers are painted bright yellow in the area where the bolt attaches the door to the carrier. If on inspection, the workers discover the bolt is missing or, presumably, loose, there is a procedure for notifying a supervisor and certain follow-up actions to take place.

The Trade Union has several safety concerns with this plan. They seek to have its implementation suspended until the hearing on January 3, 1995 and request a return to the procedure of utilizing a fulltime spotter, whose responsibility it would be to ensure that the bolt was properly affixed.

It seems to me that one of the Trade Union's concerns has significant merit, on a prima facie examination of this matter. It asserts that the main problem with the compliance plan is that the workers, now responsible for spotting, are required to do that at their work station and this is in itself, a safety hazard. Mr. Goggan submits, for in-

stance, that the worker... "has no way of knowing if it is safe to work on the doors without entering the zone where the door could fall on the worker while they are checking to see if the doors are bolted to the carriers". Neither the Ministry nor the Employer, in their respective submissions, rebutted this assertion or suggested that the facts were, in any way, different.

In those circumstances, I am satisfied to adopt the Trade Union's submission and suspend the compliance plan, pending the appeal. The November 16, 1994 order is, of course, still in place; the Employer will be in compliance with that Order, again pending the appeal, only by utilizing a fulltime spotter to ensure compliance with the terms of that Order. I make that decision taking into account the following additional factors. The Trade Union asserted, and it was unrebutted by the other parties, that

1) the other General Motors Oshawa plant has a fulltime spotter on its trim line. 2) The Employer was willing, in the wake of its November 15, 1994 work refusal, to utilize a fulltime spotter pending a full investigation; and 3) in the wake of its November 16, 1994 Order and pending compliance with that Order, the Ministry inspector directed the Employer to utilize a spotter. Given that level of agreement amongst all of the parties on the merits of a spotter, and the short time until this matter can be addressed in a full hearing, I am satisfied both that the health and safety of workers will not be at risk by suspending the compliance plan and that the Employer will suffer very little hardship.

In conclusion, this suspension request is granted. The compliance plan is suspended and the Employer is directed to utilize a fulltime spotter to ensure compliance with the November 16, 1994 Order, pending the January 3, 1995 appeal.

Dated at Toronto, Ontario this 16th day of December, 1995

Dana Randall, Adjudicator

Stressed Out

By Rick Cowle

Alternate Health & Safety Representative, Body and Paint
Acting District 2 Committeeperson

IN SOCIETY AS WELL AS THE workplace people are faced with increased amounts of pressure. The effects of stress can be seen in increased depression, disabilities, diseases and even deaths.

In Canada as in most industrialized nations coronary heart disease is the leading cause of death. Coronary heart disease is strongly linked to job-related stress.

A study done at Duke University in North Carolina shows that "job satisfaction" is the best predictor of longevity, followed closely by overall happiness. These two characteristics were proven more relevant than either overall physical fitness or the presence of disease-related risk factors.

Industrialized societies have higher rates of chronic diseases such as cancer, arthritis, strokes, cirrhosis of the liver and lung disease. These higher rates are blamed in part on the "Stresses of modern living".

Minor tranquilizers such as Valium or Diazepam are the most commonly-prescribed drugs in the western world.

It is clear the subject of stress is directly related to your health and safety as a whole.

Dangerous work, noise, and exposure to toxic substances all stimulate stress. Work-related stress is also a major contributor to accidents and disease.

Your work affects every aspect of your life; where you live, your friends, where your children grow up, etc. Stress at work also affects every aspect of your life but often workplace stress gets vented in areas away from work. When you have a bad day at work you may go home and yell at your spouse, yell at your kids or even "kick the dog" as the saying goes.

What you might really want to do is yell at your supervisor. Many workers do not even recognize that it's their work that's causing the stress.

Stress or stress response is a way

we adapt to our environment. It is a biochemical response, for example, when we are cold, we shiver, a physical response. When we are nervous we perspire, this is an emotional stress. When we get tired on a job that seemingly has no hope of change or variation it creates a social stress.

There are chronic effects of stress that go on for long periods of time. It is these chronic effects, repeated or prolonged which lead to various illnesses.

Some early symptoms of chronic stress can be indecision, lowered appetite, weight loss, weight gain, irregular bowel movements, headaches,

*"stress at work
also affects
every aspect of
your life
but often
workplace stress
gets vented
in areas away
from work"*

rashes, backaches, insomnia, poor memory and irritability.

A number of diseases are associated with or aggravated by stress such as ulcers, migraines, asthma, colitis and especially coronary heart disease.

Stress can be caused by physical conditions in the workplace such as noise, dangerous machinery, fumes and dust, poor ventilation or inadequate protective equipment.

Some of the working conditions which contribute to stress can be:

- **Repetitive or boring work.** Monotonous jobs on an assembly line can lead to neurosis, withdrawal and unprovoked aggression. Workers become demoralized and frustrated with a lack of variety, responsibility or new learning experiences.
- **Overload.** When mental and physi-

RREPORT

Health &
Safety



cal demands exceed the capacity of a worker it results in overload.

Management often blames workers for not keeping up, not being skilled enough, not being healthy enough, etc. Overload can be a contributor to fatigue, drowsiness, headaches, indigestion, back pain, emotional instability and an increase in heart disease.

- **Shiftwork.** In recent years research has proven that shiftworkers become more tired than other workers, have more digestive problems, age faster, have more difficulty with their sex lives and higher than average divorce rates. Workers on continuing shift work never adjust to constantly changing demands on their bodies.

Hope To Cope?

A strong social support system protects us against some of the worst effects of stress. Family, friends, community groups, churches and even unions can all provide social support to workers under stress.

The talking-out of problems, being free to be irritable and gaining satisfaction from extracurricular activities all enable us to cope better.

Overview

Stress in the workplace is a product of our working conditions and reducing and eliminating stress requires changes in working conditions. Unions grew from the workers' need to improve working conditions. Shorter work hours, better wages, more security and safe working conditions all attempt to reduce stresses placed on individual workers. As union representatives we must continually strive to improve working conditions and ensure a safe environment for all, thus reducing this demon known as "stress".

Note: If you have any problems feel free to request your health and safety representative for assistance. That's what they're there for. ♣

OLRB File #1829-94-04

By Chris White
*Alternate Skilled Trades
Health & Safety Rep*

WEDNESDAY, JANUARY 12 was the day we were to appear before the Ontario Labour Relations Board to present our case regarding the work refusal in the chassis plant. The Company and the Union had all their representatives including witnesses assembled in boardroom D, 6th floor, 400 University Ave., Toronto. Just prior to the start of the hearing, we were told the Company lawyers were prepared to make us an offer of settlement. The whole process was held up while we waited to see what this offer contained.

When the offer finally came it was totally unacceptable and we made the company a counter offer in an attempt to settle this affair. This backward and forward wrangling continued until almost 3 pm. At this time we felt we had something the workers could live with and would provide an additional step in the lock-out procedure.

This step requires the joint Health and Safety Committee to be called and investigate immediately if a dispute arises over the General Motors lock-out policy, without the necessity of calling a work refusal. This additional step will allow dinosaurs such as Len Bobbie additional time to cool their heads and get their brains in gear while the investigation is

taking place and thereby, hopefully, prevent any future threats to the workers.

While the three negotiators, Bert Rovers from the National Union, Brian King and myself agreed it was less than we had originally hoped for, we realized it was something that would help protect the workers in the future. One of the most important things we took into consideration was the fact some workers are reluctant to call an official work refusal. This new step will allow the joint Health and Safety Committee to complete a full investigation without the necessity of a work refusal by agreeing to improve the lock-out procedure. GM has admitted it was wrong.

We took this agreement to the refusees who were in attendance for the final decision. Everyone realized we could still proceed and have the case heard before the Board but there remained a possibility the Board would not rule in our favour and we could end up with nothing. After careful consideration all parties agreed to the settlement.

I would like to take this opportunity to commend the refusees for not allowing the Company to intimidate them into working unsafely and for not giving up their fight.

Although it took a great deal of time and effort to prepare this case I feel I

Skilled Trades Health & Safety

R EPORT



have gained an immeasurable amount of experience and would not hesitate to go through the whole thing again should the need arise in the future.

Ninth Larry Bews Hockey Tournament

I understand the organizers are already working hard putting together the 9th Bews Tournament to be held April 8 and 9. This tournament is in memory of Larry Bews, an electrician who was killed in a horrific electrical explosion in the south plant in 1986. This death was unnecessary. GM pleaded guilty to violating the Occupational health and Safety Act, and was fined \$10,000.

I know how many many hours of work by the volunteers are necessary to make this weekend a success and how much the skilled trades enjoy this opportunity to get together, play some hockey and have a cool one. I'm sure this year will be better than ever. I will include more information next month.

Life and Death

It is with great sadness and a heavy
Continued on page 35

1996 Negotiations!

By Rick Roberts, *Education Committee Member*

AFTER WATCHING THE NEWS and reading the newspapers describing how 25,000 people lined up for a job at GM I was shocked. It was like looking at old news reels during the depression where workers would line up every morning at the factory gate looking for work. As usual GM even managed to screw-up the application process. Instead of making those people line up in the freezing cold over night to receive an application; why didn't GM just give all the applications to local UIC offices?

Also, if they were determined to hand

them out why did they make people fill the applications out there. Wouldn't it have made more sense to hand them out in self-addressed envelopes and have the folks mail them back in?

Negotiations In 1996

The impression that a lot of people are left with is that GM workers have it made and that we should consider ourselves lucky to work at GM. It is true that our membership has made a tremendous amount of gains through strikes and successful negotiations. Things are going well in Oshawa. There are no lay offs, people

R EPORT

Education Committee



are working overtime and the future looks good. But to sit back and to be complacent is a mistake. Negotiations in 1996 should be focused on local contract issues such as working conditions.

Monetary gains are important, but the quality of the jobs that we have to perform every day in our working lives are just as important. GM has done well over the last several years and our membership has solid bargaining power to achieve our goals. ♣

The Way They Play

By John Roberts
Education Committee Member

R Education
Committee
REPORT

THE VIEWS IN THIS ARTICLE are strictly those of my own and do not necessarily reflect those of the other members on the committee.

I am writing in response to the two-day application acceptance blitz by General Motors on January 9 and 10. For those who braved the bitter cold and camped out all night, they got to see first-hand how GM plays with their lives and changes the game plan as they see fit. Only GM played it smart this time and lifted the 4:30 pm cutoff time for accepting applications. Too bad those who camped out all night didn't know this, I'm sure most would not have risked the

possibility of frostbite or even worse hypothermia just to get the opportunity to fill out an application. GM officials said, "all applications will be considered and therefore there was no reason to line up". I hope whoever made that quote reads this article. The reason for the lineups is GM initially had a time limit for accepting applications. People feared if they didn't get there early enough, they would still be on the outside looking in when the time limit had come and gone.

General Motors claims they are an equal opportunity employer. If so, when are they going to practice what they preach? Workers at Mackie Transport were allowed to come down to the plant

to fill out their applications. Equal opportunity, I think not. GM feared the application process would lead to rampant absenteeism which would lead to a parts shortage in the plants.

Once the applicants had the applications in their hands, they opened it only to find a little surprise. Inside was a white piece of paper which was optional as to whether or not they wanted to complete it. It asked your ethnic background and level of education. Yet in the newspapers GM refused to elaborate on the Company's hiring requirements. You can draw your own conclusion as to what GM's hiring requirements are. I called the Human Rights Commission regarding this matter, they said as long as it was optional, GM could ask those questions under the Employment Equity laws. I firmly believe every man and woman, regardless of colour, age, or education, should have an equal opportunity for employment. There has been a lot of talk on the shop floor that this will not be the case. For obvious reasons, I will not get into it.

Very shortly we will start seeing some new hires in the plants. Let's all do our best to make them feel welcome. Until next time, have a good one. ♣

Plenty Happening On Council

By Tim Eye

R Durham Regional
Labour
Council
REPORT



PLENTY HAS BEEN HAPPENING ON COUNCIL RECENTLY. In co-operation with the federal and provincial governments and the Ontario Training Adjustment Board, we are currently in the process of establishing "LTABs", or Local Training Adjustment Boards. Negotiations are taking place, if not yet complete by this printing, to establish how many labour and business people will sit on this board. The purpose of LTABs is to locally direct and decide how training is to be delivered and will begin to enact their mandate within the 1995 calendar year.

I would like to take this opportunity to apologize to those of you who came to the hall looking for winter school sponsored by the CLC and Labour Council applications in December and January. A foul-up at CLC resulted in undue delay in providing printed registration forms, I hope the error has been corrected, as I re-booked Durham College and notified our staff representative to re-issue registrations for the same labour courses for the following dates: March 4, 5 and 11, 12. If you want to know what's available please call 579-5188.

It is with regret that we are seeing Brother Dave Broadbent step down as Labour Council President this year. He leaves some large shoes to fill and will be missed on the Executive Board of the Labour Council.

I am currently in my second consecutive term at Council and will be seeking election by council delegates to the President's chair for the balance of the current term of office.

I have been active on most of the Council's standing committees over the last five years and feel that our Executive Board needs some "youthful exuberance and drive" to bring balance to it.

Election day for Labour Council delegates and alternate delegates is February 14, 1995 at the Steelworkers Hall at 7 pm. To the brothers and sisters who are delegates to Council I ask your support. ♣

OLRB File #1829-94-04

**Skilled Trades
Health & Safety Report —
continued from page 34**

heart I report the passing away of two men I had the privilege to have worked with. Bill Law finally lost his battle with cancer just before Christmas. I'm sure all who knew Bill would agree, he would not have given up without one hell of a fight. Bill's nephew Al Telfer died suddenly of a heart attack on January 5, 1995. These were two of the best people I have ever had the pleasure of working with and I'm sure all who knew them would join with me in offering my sincerest condolences to their families. They will both be sadly missed. ♣

You Are As Young As You Think You Are

By Gord (Chief) Lindsay

THE MYTH THAT YOU ARE Suddenly old at the magic age of 65 just isn't true.

Some people are physically and mentally younger at 65 or 70 than others at 50.

Just because you're older and retired doesn't mean you have to settle for life in a rocking chair. If you are healthy there's a whole world of opportunities awaiting you. Now is the time to do all the things you have been putting off for years, such as travelling, art classes, music.

Check your community college for classes for students of all ages. Get involved with civic groups, or volunteer your services at your neighbourhood hospital or church.

Don't be afraid to explore part-

time work or opportunities. You may have a lot to offer, more than you think.

By not preparing for retirement you and your spouse will approach these coming years with apprehension.

A study of leisure time activities in Canada showed that 40 percent of Canadians watch more than 15 hours per week of television, 13 percent watch more than 30 hours per week.

It also noted that only 20 percent of the population engage in some form of physical activity, walking for pleasure, jogging, hiking, swimming, etc. "Eighty percent did nothing."

By filling out the attached pre-retirement form, we can help you slide into retirement with a much easier transition from worker to retiree.

R Pre-Retirement REPORT



There are qualified speakers from our lawyers, credit union, Canada Pension and our own Pension Representatives. They can explain to you what to expect and what benefits you and your spouse might not have known what was entitled to you both.

We explain to your spouse and help her to answer the age old question, "What am I going to do with this outfit for eight hours?"

Most people devoted a considerable amount of time and energy preparing themselves for a career in the workforce. Little thought was preparing for retirement.

Now is that time — please fill out this form and prepare. Thanks. 🍁

Pre-Retirement Course Application

The CAW has agreed with GM to establish a Pre-Retirement Course Designed to assist our Members to prepare for their retirement.

Your Local Pension Committee will be presenting this course consisting of four three-hour sessions. Topics include: Income, Benefits, Financial Considerations, Legal Matters, Health, Organizing Your Time, and Community Activities.

The course is on a voluntary basis, to be attended on your own time. Your spouse is encouraged to attend these sessions with you. You are expected to attend all four sessions. If you would like to participate in this course, please fill out this application form.

Please Print

Name _____ Serial No. _____

Spouse's Name _____ Home Telephone No. _____

Dept. No. _____ Shift No. _____ Plant _____ Column No. _____

Home Address _____

House/Apt. No. _____ Street _____

City _____ Postal Code _____

Supervisor's Name _____ Phone No. _____

Years of Service _____ Age _____

Will Your Spouse Attend: ☐ Yes ☐ No

Have You Planned A Retirement Date ☐ Yes ☐ No

If "Yes" Please Give Approximate Date _____

**Please return this application
to your supervisor
for in-plant mailing
Old Gen-Auto Bldg.
031-003
or the Union Hall**

**Pension Reps:
Moe Bryan 644-1277
Charlie Peel *97-1277**

**If you have any further
questions regarding
this course,
please contact:**

**Gord "Chief" Lindsay
644-1323
Union Hall — 723-1187**

It Doesn't Hurt To Help **R**REPORT

By Orville Faught and John LeSurf

CAW Union
Counsellors'



IN MANY SITUATIONS WE FIND ourselves relying upon our fellow citizens to help us in a medical emergency. Whether it is a doctor, firefighter, police officer, an ambulance attendant or a passing stranger, it is reassuring to know that someone can and will extend a helping hand.

You probably have a natural desire to help someone in an emergency. But at times you may be afraid of what could happen to you if you stop to give help.

You Don't Need To Worry

While no specific "Good Samaritan" statue exists in Ontario, you can feel confident that if you act reasonably in giving emergency assistance you will not be found liable if someone later decides to take legal action.

The law is quite clear. Whether you have medical training or not, the courts expect you to do only what is reasonable, considering the situation and your skills. Remember, no one is asking for efforts beyond your ability. So, it doesn't hurt to help.

What The Law Looks For

What the law looks for is a common-sense approach from anyone who stops to help another in an emergency. Even medical people are expected to provide only assistance that is reasonable, considering their training, the circumstances of the accident and the extent of the injuries involved. For example, the law takes into consideration that it is obviously more difficult to treat a severely-injured person on a dark roadside without equipment than it would be in a hospital emergency room. With this in mind, in an emergency medical situation, any doctor, nurse or health professional including someone trained in assisting, should step forward to help with no real concern for a successful lawsuit against them.

What You Can Do

Identify yourself to the injured person. If you are a nurse, a doctor or a person trained in first aid, say so.

If the person is conscious, ask the person if she or he wants help. A person has the right to refuse assistance, and it is unlawful to act against the person's wishes.

If a conscious adult or older child willingly accepts your help, you have sufficient authority under the circum-

stances to help.

If a young child requires emergency medical care and a parent is not available to consent, you can provide emergency aid.

If the person is unconscious, extend any urgent care necessary.

Be Cautious

The law does expect you to be cautious when your actions could affect others. You do not want to cause more harm than good to the person you are trying to help. If the life of the victim is not in danger and you don't know what to do, stay with the victim, if possible, and send for help.

The law also requires that once you have accepted responsibility for giving emergency assistance to a victim of an accident or illness, you must continue to give help until another person is able to take over — the desirable person being one with medical training, of course. The reason is that the person

initially offering help may have discouraged any other potential helper.

In conclusion

There is no general legal duty to help someone in an emergency. However, in a few cases people do have a specific legal duty to provide assistance. One of the most important is the legal duty placed on any person involved in a motor vehicle accident. That person must stop and give all possible assistance to the persons involved. As another example, a lifeguard would have a duty to assist a drowning swimmer.

Give the help you would hope to receive if you were in similar circumstances. ★

Sudbury Labour Writer Remembers Local 222

Letter To The Editor — continued from page 30

stewards at GM collected more than \$2,000 on the job. At a later meeting, it was voted to send an additional \$1,000 from the Local union treasury. After three months of battling, it became clear the Kirkland Lake strike was being broken. However, a further appeal from Mine-Mill was received by Local 222 in Oshawa. Financial help was urgently needed to pay some pressing debts.

The letter was read at a meeting of the Local union executive. The majority agreed that to send additional cash would be to "throw good money after bad." I was very angry with this position and spoke sharply against it.

I guess my disagreement was understandable. After all, I had helped do some of the spade work for the union in Kirkland Lake. It seemed to me to be more than a sentimental question. That sort of cynical attitude seemed more like a betrayal than pure economic logic. I insisted the Local 240 letter had to be read at the next Local 222 membership meeting.

That meeting was tense. The letter was read. A couple of executive members spoke against sending further money to the Kirkland strike, which they said was a doomed cause. I asked for the floor. It was granted. I spoke with some emotion about the heroic struggle of the Kirkland Lake miners and their families. My conclusion was a simple appeal for union solidarity. I said, "Yes, the Kirkland Lake miners are on their knees. Are we going to stretch a brotherly hand to them? Are we going to help sustain them in their last agonizing but glorious moments, or are we going to deny and shun them? I move we send \$500 as a token of our high esteem for the great battle they have made in the common cause!"

A roar of approval rumbled through the union hall. The motion was seconded. It passed with a massive show of hands. Only the odd executive member voted against it, rather sheepishly.

I often wished Bill Leslie could have been there.

Tony Leah ★

Competitive Election

By Roy Fleming

IF THERE IS ANYTHING I LIKE after a fishing trip or a tramp in the woods, it's a good clean election. Jim Barnard, our past trustee, had the honour of holding the election for your 1995 executive of the Union Rod and Gun Club, a conservation club that has been on the go for 60 years. As the chairman hollered, "Are there any more nominations?" after using his gavel to keep order, all positions were filled after a keen competitive election. To keep any club or group together where there is lots of work and criticism and no pay is a challenge for any person. So support your elected 1995 executive for another season and we will be successful.

Membership Chairman:	James Barnard
President:	Rick Roddy
Vice President:	Bill Grealis
Secretary Treasurer:	Sharon Young
Sergeant at Arms:	Todd Hovey
Trap:	Brian Smith
Target:	Paul Young
Casting:	Earl Whitaker
Trustees:	Tom Holly, Bill Bolton, Frank Hochleitner
Canteen:	John Wright
Property Manager:	Doug Wade
Publicity:	Roy Fleming
Stan Ward Trophy:	Jim Barnard

The president, Rick Roddy, thanks all the past officers for all their hard and dedicated work for conservation, and we will have another great season in 1995.

All of us have bird feeders, some very elaborate, others just crumbs thrown out on the snow. Your feeder must be protected from predators like squirrels and cats. I might suggest you have some fine clean sand with your feed as birds grind their food with the grit they intake, and some water, as they need the moisture. There are a million kinds of bird feeders on the market so notice the breeds of birds that come to your feeder. Jays can eat cracked corn, house finches like small seeds, slate coloured juncos prefer the seeds of the fir trees, cardinals like a secluded place to dine. These small birds will come like the wind to eat then disappear. Starlings can eat anything like leftover breakfast food

and stale bread. The house sparrows like to feed on the ground.

I noticed years ago, birds like to fly from branch to branch and from bush to bush to arrive at your feeder. A discarded Christmas tree in the open will give your feeding birds protection from the cats. If a small hawk arrives at your feeder to feast on any of the small birds, do not panic, for they have to survive also. That small hawk is probably a kestrel, a fierce competitor in a fight. As the season moves along different birds come and go from your feeder, probably moving on to another feeder or finding natural food along the creek valley. The high bush cranberries ever so red, the orange mountain ash, the buck thorn, and some hawthorn berries that the snow has blown off of and are lying on the ground. The keys of the white ash and the seeds of the white cedar are all bird feed.

There are more birds along the creek valley all year than any place, you know that, and that is where the wildflowers are so let's protect these small valleys where the wildlife lives. When I walk along any small wet area and see it ripped up, for what? Maybe a small building that will soon look old and run down.

Tracks! How they have changed over the winter seasons. Rabbit tracks were everywhere, now there are none. I remember as a young lad living in the Harmony area, we would spend Saturday following rabbit tracks to jump a cottontail out of the grass, or when the tracks led into a brushpile we would jump on top of that brushpile until the rabbit bounded away. We did not own a gun, only a stick. The part of tracking rabbit was to figure out why the hind feet were ahead of the front feet but as you watched that rabbit bound away you noticed the stride and those hind legs are where the rabbit got its power.

The years went by and we got our first shotgun, a single barrel Cooney. That gun had more kick from the back

than the shot from the front. Then came the jackrabbits. I think I saw my first jack in 1935. We followed that jack all day and he stayed ahead of me about a field away where the snow blew over the tracks and made tracking so hard. Another thing I like when tracking a jack was not to follow on his track as they had a habit of doubling back, so you spoil their tracks if you followed in them. You stayed a few paces to the side of the track and when the jack jumped you had a better shot. Rail fences were another favourite place for the jacks to hide and they bedded down mostly where the sun would shine on them all day. The snow cover and the sun were a great

place for the jacks to spend the day. If you had a retriever, you made the dog follow the crooked rail fences in the deep snow and you walked in the shallow snow. There were many other places jacks would bed down depending on how cold it was and how much snow there

was. Jacks were great fast runners and would only bed down in the deep snow where a couple of bounds and they were in high gear. Then came the fox and the jacks soon became scarce. Fox hunted for the nest and ate the small rabbits before they had a chance to grow. The spray on the corn stopped the rabbits from reproducing and overnight the jacks disappeared from the fields and a great sport also disappeared. Fox skins were a good price and worth your time to spend a day hunting them. The skins were soon worth nothing and hunters left them alone, for good dogs cost money to feed and care for hounds was very expensive. Now you will not see fox hunters in the fields but you will see the fox right inside the city.

The coyotes and wolves came on the country scene and are now uncontrollable, and these animals being hunters and scavengers have taken

Continued on page 39

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LUB

**Union
Rod & Gun**



*"a discarded
Christmas tree
in the open
will give your
feeding birds
protection from
the cats"*

Time To Get More Verbal

By Jackie Finn,
CAW Family Auxiliary #27 President

CAW Family
Auxiliary
#27

REPORT



OUR FIRST BUSINESS MEETING of the New Year was Tuesday, January 3. Seventeen members present and I believe it was too close to the holidays or the attendance would have been higher, but compared to one year ago attendance was the same.

Numerous reports were presented on our recent Christmas parties, the members in attendance were pleased with everything; put your thinking caps on and help us out as to what we could do different in another year.

Sister Shirley Hill gave her report on the purchases she had done on our behalf for the 10 residents of

Hillsdale Manor for Christmas, also Sister Marg Fitchett had given her report at the first meeting in December. Thanks to both these Sisters for taking the time to do these very worthwhile endeavours.

Recent donations: Kidney Foundation of Canada \$200.00; Catholic Community Services to be used for the abuse treatment program \$200.00; Jim Kinlin Swim for Leukemia Research (Jim's swim went from Jan. 8-29).

Our sympathy goes out to Sister Marjorie Leddy and Sharon and Mike and families on the loss of their husband and father Brother Gord.

A letter was sent to NDP premier Bob Rae and his government protesting the surcharge that will be put on traffic violations starting February 1, 1995, and if you the readers agree with

our letter it would be very effective if you could take the time to write to the government also; the recent decision by Rogers Cablesystems to reconsider their proposed cable rates was due to the response from you the consumers, and as Canadians we have to get more verbal and stick together to show our objection to decisions made by governments and big companies that are going to affect us.

Upcoming events: 58th Birthday Banquet on Saturday, April 22, 1995, more details at a later date; Tuesday, February 21, 1995, speaker from Red Cross. 🍁

Competitive Election

Union Rod & Gun Club —
continued from page 38

over the country. They eat almost anything from dead animals, sheep, frozen apples, or if they can find a dead deer, or a live one—you can tell when a coyote has made a kill. Coyotes seem to skin dead animals to get at the meat. A dog will rip the skin and tear the carcass apart. Coyotes seem to like house cats and raccoons that are easy to catch on the ground.

Your 1995 URG membership cards are now on sale. There are salespersons in the plant. Ice fishing is at its best, but don't ask me how many fish I catch; not many. Believe me, in my 23 years of retirement I don't need that terrible cold weather any more. I will probably take in a couple of fishing trips to Lake Simcoe; trap shooting Sunday mornings if weather is tolerable; and indoor target Sunday mornings and Thursday evenings at the Newcastle property.

Business meetings are the first Wednesday of every month at the Local 222 Hall at 7 pm. 🍁

TO CAW AUXILIARY #27 MEMBERS:

Notice of motion on Tuesday, February 21, 1995, at 8 pm. meeting. There will be an open discussion re:
change of annual banquet date for 1996
and future years to be held in March or April.
Please plan to attend to give your comments on subject.



CAW Family Auxiliary #27 donates food, \$10 - \$30 food vouchers and \$600 to Simcoe Hall Settlement House.

R E P O R T

CAW Hockey League

By Chris Talbot
CAW Hockey League President

I HOPE EVERYONE ENJOYED THE LAST ISSUE WITH all the pictures of the Hockey in it.

I would like to take the time to remind everyone that without our major sponsors there wouldn't be the high calibre of hockey that's played every Sunday at the Civic. Our sponsors have been very good to us and they are:

Shirmax Plus Realty — Bill and Shirley Maxwell, Bill being a long-time member of the CAW. If you have any real estate needs I'm sure they can help you with them.

Cliff Mills and Lear Seating — share sponsorship of a team, a team that has done very well this year. For any automotive needs check Cliff Mills out. Thanks to Lear Seating, which doesn't sell anything to the public but sponsored us nonetheless.

Mackie Automotive — which also sells nothing to the public but took a full sponsorship and helped out our league greatly, and it is much appreciated.

Tailgate Charlie's — came on board late in the season to help out with the only unsponsored team, they run a very popular bar and night spot on King Street near the Midtown Mall. When you go there tell them you're a CAW member and you're there to thank them for their support.

For that matter, tell all the sponsors thanks if you see them.

It's a tight race to the wire — come out and watch the play-offs and remember as of February 5 we switch to night games, 8 to 11 pm.

Standings

	W	L	T	P	GA	GF
Cliff Mills/Lear Seating	10	2	0	20	34	66
Mackie Automotive	9	3	0	18	45	74
Shirmax Plus Realty	4	8	0	8	52	59
Tailgate Charlies	1	11	0	2	95	35

Top Ten

	G	A	P
James Parker	16	12	28
Dan Spratt	8	19	27
Jamie Simpson	15	10	25
Phil Cochrane	8	15	23
Glen Dixon	9	13	22
Brad Clemons	11	10	21
Mark McUetty	6	11	17
Chris Scott	3	14	17
Ron Duschel	8	7	15

Rookie Scoring

	G	A	P
Scott Kennedy	9	4	13
Mike Bahor	4	9	13
Shawn			
Tarasiewicz	4	4	8
Nelson Lang	1	5	6

L Truck-Car Hockey LEAGUE

By Ron Gay

BY THE TIME YOU READ THIS WE WILL BE GEARING up for the play-offs. I see that Millwork is leading the pack. It's not always the top team that wins it all, quite often it's one of the underdogs. Of course you have to watch the coaches, like Bad Brad and Rob Maddock.

I see that Gary (Skid) Munroe is back, nice to see your return to the league (goalies should watch for Skid's back-hand shot).

I understand that our referee-in-chief, Bob Solomon, has just had a birthday, happy birthday Bob. I wish to thank Bob for getting his son to replace him, I think that it takes a big man to realize that Father Time is here and so are the aches and pains. I didn't think that you slowed down too much, Bob, but I guess you must be the judge of that. Bob, if you would allow us, the league would like to honour you by retiring your sweater (please wash it first).

The jackets are ordered and should be ready by play-offs.

February Schedule

Feb. 6	Squirrels vs Canada Trust	Feb. 13	1st place vs 4th place
Feb. 7	Shoppers vs Millwork	Feb. 14	2nd place vs 3rd place
Feb. 8	Canada Trust vs Squirrels	Feb. 15	4th place vs 1st place
Feb. 9	Millwork vs Shoppers	Feb. 16	3rd place vs 2nd place

Stats by Teddy — Week #5 Standings

	GP	W	L	T	F	A	PTS	Penalties
Millwork	10	7	2	1	45	30	15	36 min.
Flying Squirrels	10	5	4	1	36	22	11	39 min.
Dines	10	3	5	2	32	35	8	34 min.
Canada Trust	10	2	6	2	24	50	6	36 min.

Scoring

	G	A	PTS
D. Bertrand — CT.	7	8	15
R. McQuaid — Mi.	9	5	14
M. Lane — Sq.	8	6	14
J. Rogers — Mi.	7	6	13
G. Beedham — Di.	8	4	12
C. Walker — Sq.	8	4	12
S. Matika — Mi.	6	6	12
G. McGee — CT.	6	5	11
M. Saddler — Di.	4	6	10
A. New — Mi.	6	4	10
B. Cane — Mi.	6	4	10
D. Genereaux — Di.	4	6	10
R. Garlough — Sq.	3	7	10
R. Bathe — Di.	3	7	10

Goalies

	GF	GA	AV.
T. Haraj — Sq.	36	22	2.20
B. Skinner — Mi.	45	30	3.00
A. Graham — Di.	32	35	3.50
A. Aylsworth — Ct.	24	50	5.00

FOR SALE

Washer/dryer \$400; electric stove \$225 (gold); portable dishwasher (gold) \$225; compact dryer \$155; all in excellent condition. Call: 728-9203

28' 5th wheel Sun Kamper trailer on East Lake (Clerney Valley), excellent condition, \$9,985; Chevette auto, excellent condition, \$1,800. Call: 579-8503

Sliding doors to fit space 60"x94" with hardware \$25. Call: 697-0275

1985 Ford Topaz \$650; 1985 Ford Ranger diesel \$1,500; 1982 Toyota 4x4 \$1,000; 6 ton tandem trailer \$1,000; Stihl chainsaw \$350. Call: 985-7720

Prime building lot, 2 acres in Arden, elm tree area, well treed, private on year-round township road, asking \$10,000 OBO. Call: 433-4093

Parts from Chevette, also 1983 Malibu 4 door wagon, 20 ton float trailer, reclaimed red bricks. Call: 436-2178

Thomas electric organ, like new, \$1,200. Call: 723-9378

Good snow tires on GM rims, balanced, steel belted radials xG5 p185/75 R14. Call: 263-2967

Kenmore stove, 4 1/2 years old, almond, excellent condition, asking \$350; Nortron forced air furnace, electric, 2 years old, asking \$200 OBO. Call: 723-2340

Good treadmill, reasonable price. Call: 579-3474

Alpine car compact disc player, pullout, \$150. Call: 728-9663

38 ft. Mallard trailer in member-owned park in Haliburton, full size appliances and bath, private bedroom, sleeps eight, premium location complete. Call: 432-7786

Grape crusher, made in Italy, new condition, used only few times, with all shims, etc. asking \$125. Call: 728-2981

Goldfish bowl \$5; bird cage \$15; baby crib \$50. Call: 404-8621

Homer upright piano and bench, good condition, \$800 OBO; Hawaiian aquarium, hexagonal mirrored back, pump and filter, \$50. Call: 986-5457

110 volt, 80 amp MIG welder complete with gas regulator, assorted nozzles and extra contact tips, 3 months old, \$400. Call: 725-0707

Barn board and beams, price negotiable. Call: 666-0098

Super single four-poster waterbed, new condition, new heater in July, no-motion bladder. Call: 571-5016

Fridge, full size white, 2 door, asking \$149 OBO, 10 speed bike 27" wheel, asking \$79 excellent condition. Call: 728-9834

Stove, 30" Kenmore custom, excellent condition, \$75. Call: 725-8175

Cottage or home in Bobcaygeon trailer park on Pigeon Lake, 14x70 Northlander mobile home, excellent condition. Call: 705-324-5906

Hay and straw door roll up, 16x11 wood splitter 3 ph for tractor. Call: 623-2646

Stamps, buy, sell, trade and exchange. Call: 728-6022

14 ft aluminum boat, \$600. Call: 579-8383

Truck cap, fits S10 or S15 long box, like new, \$275 OBO. Call: 705-277-2297

The Oshaworker CLASSIFIEDS

Golf clubs, men's right hand, Lee Trevino Spalding irons, 3PW woods, 1,3,5, one summer old, \$325. Call: 721-3040.

1950 GM Van, excellent condition, low mileage, \$2,500 OBO. Call: 728-0297

Full size fridge, good working order beer fridge, \$150; men's 10 speed bike, excellent condition \$75. Call: 728-9834

Cottage or year-round home in Haliburton area, beautifully treed and private, thousands of acres of crown land nearby for recreation. Call: 905-344-7509

Golden retriever pups ready March 1, registered, hips/eyes clear, home raised with children; Siamese kittens, chocolate mother/seal father. Call: 705-932-3129

Cross-country skis, poles, shoes \$50; two table lamps \$25 each. Call: 725-8672

Two living room table lamps, like new \$15. Call: 728-9879

Timeshare (GeoPremiere), 1 wk/yr, 2 bedroom, RCI membership, 41 out of 49 years on lease left. Call: 433-5097

Durex table saw, 10" with stand \$150; chrome fender mirrors \$25; electric edge trimmer \$40; wall electric heater Chromalox 21x14 \$40. Call: 728-2753

1976 Buick Skyhawk 3.8L V6, auto, PS/PB, 2 door hatch, 84,500 mi., clean, \$850 OBO, call after 5 pm. Call: 416-757-4664

Tweed, Stoco Lake-front lot; bug deflector; 92-93 Blazer; Bali custom blind 6x3; fireplace screen and grate; downhill and cross-country skis, boots bindings. Call: 725-8343

6-piece drum set, high hat, snare, bass, two tomtoms and floor tom, etc. \$100. Call: 728-1752

Cottage on small quiet lake, clean, furnished, 3 bedroom, 4 piece bath, treed lot, beautiful view, great fishing, 2 hours from Oshawa, \$75,000. Call: 434-4418

Crown GM sealers, 11 half-gallon, 11 quarts, 35 half-pints; zing ring; glass ring, \$25 OBO; CCM bicycle 26" wheel, fenders, lights \$25. Call: 668-2618

Bench with leg curl and thigh extension attachment, 120 lbs. cast iron weights, \$40 OBO. Call: 723-1456

3 1/2 hp Mercury outboard motor, excellent condition, \$300. Call: 576-6536

Baby sets, all colours, \$15 or \$17 fancy knitted; Sears solid state stereo console, asking \$75. Call: 725-9390

21' Buccaneer sailboat, self-furling jib, VHF radio, 9.9 outboard, asking \$4200. Call: 986-0758



OSHAWORKER DEADLINE

For The March Issue

Is Friday, February 10, 1995 at 4:00 p.m.

The OSHAWORKER Classified Ads

Please print your ad below:

1. _____ 2. _____ 3. _____ 4. _____ 5. _____
6. _____ 7. _____ 8. _____ 9. _____ 10. _____
11. _____ 12. _____ 13. _____ 14. _____ 15. _____
16. _____ 17. _____ 18. _____ 19. _____ 20. _____

Phone number: _____ Name: _____ Serial No.: _____

NOTE:

THERE IS A 20 WORD LIMIT (ONLY), NON-BUSINESS AD, ONE AD PER MEMBER.



Save an extra 40% in taxes on your RRSP contribution

While mutual funds are generally designed to reward investors in the long run, there's an investment fund that gives you an immediate tax advantage. Working Ventures Canadian Fund gives you a 40% headstart over just about every other fund in Canada.

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You receive \$2,000 in tax credits* by investing \$5,000 in Working Ventures Canadian Fund. The fact that Working Ventures shares are also eligible for an RRSP means further tax breaks. For instance, if you are in a 50% marginal tax bracket, a \$5,000 contribution to an RRSP would reduce your taxes by a further \$2,500, for a total of \$4,500 (\$2,000 + \$2,500) in tax savings*.

Here's an example

Investment in Working Ventures	\$5,000
Tax savings RRSP tax deduction (at 50% assumed tax rate)	-\$2,500
Federal tax credit (20%)	-\$1,000
Provincial tax credit* (20% where applicable)	-\$1,000
Your net cost	\$500
Your total tax savings	\$4,500

A well established fund

Launched on March 1, 1990, Working Ventures is now a very large, well established fund with about \$300 million under management. A sizeable asset base is necessary to effectively manage investment risk through broad diversification of the portfolio. This has been achieved, with assets held in a wide range of businesses across Canada, across industrial sectors and at different stages of development. This extensive pool of capital also makes it possible to effectively control expenses so that the return on investment can be maximized.



*Discover how Working Ventures
can work for you*

**WORKING VENTURES
CANADIAN FUND INC.**

Canada's Leading Labour Sponsored Investment Fund

Investment risks and considerations

Working Ventures' objective is to produce the superior returns traditionally associated with investment in dynamic and growing businesses, while minimizing risk through broad diversification and careful management of the fund. While a majority of the fund's assets will be invested in enterprising businesses to maximize return potential, risk is tempered by investing a portion of assets in short-term, high quality government securities.

If you invest in a labour sponsored investment fund, you should consider the risk of loss not encountered with many other investments. Although Working Ventures provides you with a tax credit to help offset those risks, it cannot guarantee that its investments will earn a specified rate of return, or any return, in the short or long term. In addition, a private equity investment involves a longer term commitment.

Redeemable

Participation in Working Ventures should be considered as a long term investment. However, you may redeem (cash in) your Working Ventures shares subject to certain conditions. If you redeem your shares within 5 years of purchase, you will be required to return your tax credits to the federal and provincial governments (some exceptions apply). Working Ventures may restrict total redemptions to 20% of total assets of the fund in any one year. A fee of 3/4 of 1% of redemption value will be charged for each year shares are held short of 8 years.

Poised for growth

Due to the current economic environment, Working Ventures is in an ideal situation, prepared to take advantage of investments in undervalued businesses and positioned to profit as the economy turns around.

Important information about Working Ventures is contained in its prospectus. Obtain a copy from a dealer duly qualified and licensed to distribute these securities and read it carefully before investing. Share value and investment return will fluctuate.

For more information, please call:
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MIDLAND WALWYN
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Tel: (905) 576-1726

*The extra provincial tax credits are available to investors resident in Ontario, Prince Edward Island, New Brunswick and Nova Scotia.
First published November 1994

Lot in Florida, Port Charlotte, close to water, shopping and all facilities, very reasonable. Call: 723-8231

Copper boilers \$45 to \$65 (old); dumbwaiter lift \$45; snowshoes 14x42 in. \$25; McCullough chain saw \$65; dehumidifier \$65. Call: 723-6929

10 acres building lot just minutes north of Cannington, 35x1396, 40 minutes north of Oshawa, asking \$89,900. Call: 430-1579

Estate sale, Technics organ model ON3 1990, used 13 months \$5,500; Yamaha portable keyboard YPR-9 with stand like new \$350. Call: 571-5669

Radio controlled model aircraft, with radio servos, ready to fly, priced for quick sale, professionally built. Call: 725-4948

1993 3/4 ton GMC extended, fully loaded with cap, trailer package; 60 Johnson VRO, \$2,000; 1977/1981 Chev vans; 1986 Sunbird parts or whole. Call: 705-952-2252

3-Bedroom semi, raised bungalow, minutes away from GM south, court location, close to shopping plaza, 2-4 pc bathrooms, paved drive. Call: 721-0096

Starter motors, alternators, wiper motors, carburetors, radiators, gas tank, automatic transmission, body part's for GM product & lot more part's. Call: 725-7249

Sale/rent, SE Oshawa, 2 bedroom townhouse, close to all amenities, 4 appliances, available March 1, 1995. Call: 404-8621 or 436-6445.

15' Princecraft boat and trailer needs lights, wiring and tires \$450. or b.o. Call: 655-8056.

Stereo with speaker system "Sharp" \$95., Chicago Bulls leather jacket adult \$80., both articles new condition. Call: 905-723-2072

Florida, near Clearwater beach, economical retirement, 2-bedroom mobile home in excellent adult park, close to all amenities, sacrifice. Call: 905-723-3987.

1985 ATV Honda TRS 125 \$800. Call: 666-4346 Ron.

5 HP snow blower \$225, Super Nintendo games, turtles vs batman returns, \$50. each or b.o. Call: 432-1018.

Atlas machine lathe 12" quick change. Call: 905-342-2122.

1 Mirror 24"x36" 3/4" beveled \$70. Call: 986-0556.

1982 Pickup short box Chev 4-speed trans 305, tinted windows, cap, running boards, excellent condition, must see, asking \$4,500. or b.o. Call: 728-1810

1986 Escort as is condition \$1,200., 1986 Taurus Wagon as is condition \$1,400., both 5-speed, 4 cyl, good condition. Call: 905-571-5901.

1985 Oldsmobile, 146,000 kl, one owner, 4 door, 8 cyl, 1981 Spirit AMC 4 cyl, 3/4 length fur coat fox size 10. Call: 905-728-7180.

1979 Honda Civic 5 speed, b.o., 1967 Camaro hi per 327 4 brl, good shape, factory rally rims 60's all round, \$4,500 or b.o. Call: 579-1977.

One electric 40 gallon water heater, gone to gas price \$15. Call: 576-8329.

Pool table 4X8 cues, pool cue rack two sets of balls asking \$75., sewing machine best offer. Call: 623-7650.

Honda parts for 1300 cc motor to fit 1980 through 1983 rad alternator starter carb and many other parts everything \$100. Call: 576-5447.

3 Chesterfield chairs, excellent condition, different colours, great for rec room or cottage \$30. each. Call: 725-4443

1993 Honda VFR750-R street bike mint condition \$6,800. cert. must be seen insurable insurance around \$900. year. Call: 721-2974.

First Communion dress size 10 \$50., 20" colour TV \$75. Call: 576-8914 leave message.

1 King size bed frame \$40., 1 queen size bed frame with boxspring \$60. Call: 579-1095.

C CLASSIFIEDS

The Oshaworker

Purebred Rottweillers, vet-inspected, needled, dewormed, family raised, unregistered both bitch and sire on site \$475. ready Feb. 2. Call: 705-426-9053 by appointment.

Blue fox fur, ladies 3/4 length M-L size, worn twice. Call: 728-8476.

Dark brown arm chair leather, excellent condition, brass fireplace door with glass and screen never been used, 1 set of luggage. Call: 725-3152.

Hundreds boxing magazines ring, boxing illustrated, etc. 1950's, 1960's, 1970's, 1980's and 1990's \$1. each. Call: 728-7371.

Aluminum siding break 10'6" like new worth \$1,200 will sell for \$800. firm. Call: 579-2095 after 7:00 pm Terry.

Winter project 1960 Harley Sportstar 900, running condition, asking \$2,800. Call: 987-4341.

Antique diningroom suite extension table 5 chairs, buffet, china cabinet, high glass walnut finish, good condition \$1,000. Call: 905-985-7778.

Beautiful grey mink stole, gray satin lined. Call: 725-6391.

Megger OHM tester 600 volt \$100., 40 gal hot water tank electric \$25., electric relays 110 volt new 14 pin w base \$20. stereo wood cabinet \$30. Call: 725-8675.

4 Good quality bar stools asking \$50. each. Call: 579-5350.

1993 Pontiac Sunbird white 4 door 4 cyl automatic, ps, pb, power trunk, powerlocks, air, am/fm cassette, warranty, lady-driven, ABS 18,000 k \$11,500. Call: 623-9963.

79 Trans Am 60,000 original miles, pearl white, paint 4 disk brakes, computer desk \$40., apartment size washer/dryer excellent working order \$375. Call: 721-0096.

Mortar mixer 8 hp tow behind with quick release \$2,400. or b.o. Call: 705-454-9337.

Kitchen set white table with leaf, 4 chairs with blue cloth seats \$100., aluminum storm door 32X80, white \$50. Call: 905-986-0437.

Chesterfield 4 seater chair floral colour, good condition, platform rocker foot stool, 2 TV stands. Call: 723-8029.

32' 1990 Astro travel trailer stored, Deland Florida US registrar 54" bed, separate bedroom, \$7,000 US or b.o. Call: 576-8921.

Fisher downhill skis, Yamaha portable keyboard concord telescope with computer program, all items brand new, won in Christmas draw. Call: 436-3222.

Cottage needs handy man perfect lot very private Belmont Lake \$91,000, lake front is 140 ft., for more information. Call: 725-8668.

Colonial cradle bedding, washer/dryer Kenmore, 1 year old Kenmore dish washer almond, work bench and vice, leaf blower, cedar door fixtures 81X33 3/4. Call: 723-6478.

Purebred American Eskimo pups UKC registered, 1st shots, seven generation pedigree available, good with kids, Bissell carpet shampooer. Call: 434-5463 anytime.

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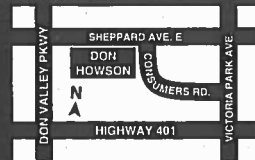
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16 Foot boat, Peterborough bow rider \$2,700. 65 hp Evinrude with galv. gadort tilt bed, trailer. Call: 905-623-4850.

1990 Yamaha Phazer deluxe electric start hand/thump warmer low kms \$3,550., double snowmobile trailer, excellent condition \$480. or b.o. Call: 436-6320.

Baby sets fancy crocheted all colours \$20. Call: 579-1622.

8 Bolt wheels tires Super Swamper, 1967 Harley Sprint 250 original, 1977 short box Chev, 1982 hondamatic 450 min 396 block & parts. Call: 905-576-0660.

Snowblower MTO 5 hp 24" \$450., S-10 truck cap 3 tier sliding windows no hatch \$275., large hand crafted air-hockey game \$375. Call: 404-8315.

1979 GMC Suburban new paint 350 V8 reese hitch, elect. brakes, sway bar towing package, (130, km) \$2,500. or b.o., # 2 shift. Call: 436-3209 anytime.

Fridge and stove, beatty gold, excellent condition \$250. for pair, 1937 Plymouth Sedan restored \$9,500., 1976 Honda Civic parts. Call: 905-985-9188.

Assorted crafts, includes knitwear, crocheted goods, wooden toys, and accent pieces. Call: 427-8032.

87 Audi car, good condition, Saxo-phones E flat alto, B flat tenor. Call: 436-2166.

Fridge/stove, electric lawnmower, Kenmore vacuum with beater bar, dehumidifier, mountain bike 15 speed, all in good condition. Call: 725-1937.

House, 2,800 square feet, central air, vac, 4-bedroom, loaded, tools, drill, press, bandsaw, lathe planer, compressor router, grinder, tablesaw. Call: 905-579-8191.

Man's 3/4 length leather jacket, size 40, zippered lining, never worn, crinoline, ladies, medium, 26" length, white, for dance costume. Call: 668-4600.

10" Craftsman radial arm saw 2.75 hp motor nearly new \$600., round oak table with four swivel chairs \$125. Call: 723-7476.

Ceramic tiles beige, bowling shoes size 8 ladies, new Philips food processor, ladies London fogcoat size 14 red, sand stone grinder stand and motor. Call: 728-5503.

1993 GMC extended cab pick up 4.3 V6 5 speed manual slate/grey, am/fm stereo, box liner, tarp, 61,000 km \$13,000 certified, cloth seats, tune up, short box. Call: 987-5746.

Tiffany lamp nicely coloured \$45, man's suit light blue stripped, excellent shape \$55, 10 speed man's bike almost new \$75. Call: 728-9834.

The Oshaworker CLASSIFIEDS

Pretty punch embroidery, horses boarded RV storage, 84 Escort \$800, wrecking 179 formula Firebird, CKC registered German shepherd pups, out door space rental. Call: 576-7383.

Organ electric orga-sonic must be seen to appreciate \$300. Call: 705-778-7070.

Scraping 1982 Cutlass Oldsmobile Brougham, 2 door, frame gone, good doors, consul and mechanical parts. Call: 983-5428.

Sklar office chair leather, milk quarts bottles, drapes white blue flowers 10'X8', fur coat, hat natural mink size 4. Call: 728-2601.

Eclerc oil heater, like new was \$165., now \$75. Call: 723-7468.

Kenmore stove, 4-1/2 years, almond excellent condition \$350, Nortron forced air electric furnace, 2 years old, excellent condition \$200. or b.o. Call: 723-2340.

Adult goalie equipment 32" Koko pads, Forrester catcher, Mitchell blocker, Miller protector pants, two sticks, skates, helmet \$600. firm. Call: 905-885-7550.

Sears vitamaster deluxe ski machine paid \$200. asking \$90., like new. Call: 723-3153.

Electric furnace, Nortron plus 30 feet of heavy cable, black and white TV, CCA 83 channels, 9X12 tent, best offer. Call: 728-3878.

Men's 21 speed Raleigh Tomahawk mountain bike with Norco U-Bow bike lock, mountain Zelfal fenders and shimana 100gs gears \$230. Call: 728-3878.

Electronic cycle computer #074 Healthware elite, in excellent condition \$275, or b.o., great for toning or building leg muscles. Call: 576-6424.

Sony audio/video computer control centre STR-A550 FM stereo, fm/am receiver \$225. Call: 905-725-7178.

Aristocrat portable electric sewing machine \$45., singer treadle sewing machine \$40. Call: 728-2764.

Hammond organ with Leslie speakers, autovari rhythm and autochore 2 keyboards full pedals, reasonable offer will be accepted. Call: 905-721-9488.

Rumtop jar, microwave cocktail and lamp tables, automatic coffee maker, child's rocker, ice cream maker, 50's wedding dress short velvet. Call: 905-723-0410.

Nintendo game system 3 controllers, 1 joystick, 1 gun, 5 game cartridges \$40, mini blind 7" wide by 58" long. Call: 436-9744

New car trailer drop axles, brakes, springs, \$1,600, roll bar tubing 1 3/4 inch \$1.50 per ft., Chevette dutch pressure plate transmission \$75. Call: 983-5390.

Wood insert asking \$300 or best offer. Call: 723-6713

Used baby items, swing, FP baby monitor, FP high chair, car booster seat, adjustable bed rail and gate. Call: 668-5084.

Collectors item, 2 1929 Buick wooden spoke wheels \$100 each. Call: 905-987-5215.

Electronic air cleaner, Sears Kenmore, 20X24 opening \$100. childs booster seat Cosco \$10., Clarion power AMP 23WX2 \$25., records \$1 each. Call: 723-2145

Long sleeved wedding gown, 6 foot train, size 8, high neck, pearls and sequins, headpiece, heart shaped back, bussed, best offer. Call: 705-324-5294.

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79 ford LTD radiator, 2 new radials tires 165-SR-15 camshaft for 83 Civic 1500 cc auto trans, almost new, tipo C4 1980 Ford starter for 68 VW beetle carburetor. Call: 725-6072.



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65 Gallon aquarium complete with stand, gravel, filter, powerhead beater rocks, plants, pump, serious inquires only. Call: 433-7822.

New windows some with brick molds all thermo slider type wood only. Call: 986-0876.

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1986 Pontiac Sunbird, 4-door, 4 cyl, automatic, 10 km on rebuild engine, new paint, tires, exhaust, brakes and more \$3,495. certified. Call: 623-7107.

Fire wood dry hard wood, "2" chain saw. Call: 728-9041.

Large dog Airline kennel \$40., bodytone 300 rowing machine \$50., full size truck Tonneau cover \$35. Call: 725-7106.

Truck cap for S10 S15 truck white tire pigs 75R14, best offer. Call: 905-683-7053.

Inglis washer and Kenmore dryer, approx. 8 years old \$200. for pair, ladies skis boots bindings poles size 5 used twice \$125. Call: 579-3633.

Barn to be dismantled and removed, free AC three bar hay rak PTO, 1986 Ford 2.9 LTE V6 engine \$150. Call: 905-986-4379.

Saginaw 4 speed complete new clutch assembly chrome Pontiac V8 headers \$100., BB chevy offenhauser tunnel ram R/port W/2-600 hollies \$400. or b.o. Call: 905-666-3997.

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1-Bedroom apartment in Courtice \$600. plus heat, eat in kitchen, walk out to deck first/last required. Call: 436-2623.

By Oshawa Shopping Centre \$450. monthly 4-rooms fully furnished and carpeted basement apartment, parking included, close to Hwy 401. Call: 905-728-0079.

Fully furnished room or basement apartment, private parking, Rossland/Stevenson Rd., for a single mature person. Call: 728-5246 after 4:00 pm.

2-Bedroom apartment, stove, fridge, laundry facilities, parking, no pets, adults preferred, first/last \$630. monthly. Call: 579-1728.



The Oshaworker CLASSIFIEDS

Bungalow for rent, located on Summerville St. available April 1, 1995. Call: 725-7249.

Bachelor apartment, private entrance close to GM, laundry facilities, non smoker, first/last required, references \$450. monthly. Call: 905-725-6642 after 6:00 pm.

Close to Truck plant, 3-bedroom semi, fenced yard, 2-4 pc bath, \$825. monthly & utilities, first/last required, available Feb. Call: 721-9032.

SERVICE

Are you the spouse or relative of a problem drinker and seeking help? Call: A1-Anon 728-1020.

Distress Centre. Telephone be-frienders. Available 24 hours a day. Call: 433-1121 or 985-3434.

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Evenflo exerciser and jolly jumper on four legged frame, cement step one rise for exterior entrance. Call: 435-0900.

To buy small air compressor and old standup drillpress also for sale conn alto sax gold finish. Call: 786-3075.

Car, 4 door, air conditioner, 6 cylinder mid size, willing to pay \$3,000. certified, also treadmill. Call: 433-0160 or 434-4478.

Honda Hurricane/CBR 600 parts, 87" through 89", will consider complete bikes in any condition, Honda for sale CR 80 \$150.. Call: 725-5247.

Toy cars, trucks, etc., older types corgi dinky matchbox will pay cash. Call: 435-0493 leave message.

67, 68 or 69 GM van. Call: 427-1597.

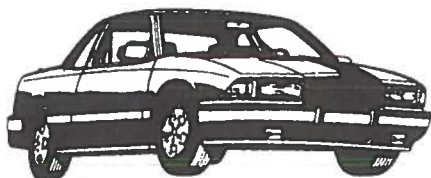
1994 February issue of Better Homes and Garden Wood maga-zine willing to pay double the issue price. Call: 576-5447.

5th Wheel RV trailer, 24 feet by 26 feet, newer model, good condition. Call: 576-4630.

A scribe for figure skating, rea-sonable, a murder mystery game, must have cassette, game books and one invitation. Call: 571-0814 Shift A (1).

Small exercise treadmill (Walker). Call: 905-725-8764.

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EXCEPT JULY AND
AUGUST.

THE
RETIRES' CHAPTER
MEETING
IS HELD THE FIRST
MONDAY
OF EVERY MONTH
AT 1:00 P.M.
EXCEPT JULY AND
AUGUST.



THE
GENERAL MOTORS
UNIT MEETING
IS HELD THE THIRD
THURSDAY
OF EVERY MONTH
AT 7:30 P.M.
EXCEPT JULY AND
AUGUST.

ALL
MEETINGS
HELD
AT THE
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